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National Conference on Agricultural Training (p. 1241)
Federal-Provincial Farm Labour Conference (p. 1245)

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(Continued on page three of cover)

THE LABOUR GAZETTE

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Hon. Michael Starr, Minister — George V. Haythorne, Deputy Minister

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Vol. LXII, No. 11 **CONTENTS** **November 30, 1962**

Government Employees Compensation Branch 1234
50 Years Ago This Month 1235
Notes of Current Interest 1236
National Conference on Agricultural Training 1241
Federal-Provincial Farm-Labour Conference 1245
Report of Unemployment Insurance Advisory Committee 1247
Labour Relations Legislation in 1962 1250
Productivity Council Releases Report of Mission to Europe .. 1261
Ontario Adopts Human Rights Code 1264
Employment and Unemployment in October 1265
Latest Labour Statistics 1267
94th Trades Union Congress 1268
Canadian Conference on Sheltered Employment 1270
Part-time Work for the Elderly 1271
Toward a Better Status for Women Workers 1272
Collective Bargaining Review:
- Bargaining Calendar, 1963 1273
- Collective Bargaining Scene 1276

International Labour Organization:
- 7th Session, Metal Trades Committee 1279

Teamwork in Industry 1282
Industrial Relations:
- Certification Proceedings 1283 Conciliation Proceedings 1283
- Canadian Railway Board of Adjustment No. 1 1285

Labour Law:
- Legal Decisions Affecting Labour 1287
- Recent Regulations under Provincial Legislation 1291

Unemployment Insurance:
- Monthly Report on Operation 1293
- Monthly Report on NES Operations 1294
- Decisions of the Umpire 1294

Labour Conditions in Federal Government Contracts 1298
Prices and the Cost of Living 1303
Publications Recently Received in Department's Library 1304
LABOUR STATISTICS 1309

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Government Employees Compensation Branch

Branch administers the Government Employees Compensation Act and also has responsibility for promoting safe work practices throughout federal government service. It has been increasing emphasis on encouragement of safety at work

The Government Employees Compensation Branch has been strengthening its emphasis on encouraging government departments and agencies to greater accident prevention efforts. A number of departments have appointed safety officers, whose efforts are assisted by the Branch's safety adviser.

The safety adviser, when requested, makes inspections of work places in federal establishments and addresses employees on safety. He has recently, for example, assisted in training penitentiary staffs in safety measures, part of a program to reduce accidents in penitentiary workshops.

A new accident report form whose purpose is to ensure a detailed investigation of all serious accidents and to elicit suggestions to prevent their recurrence has had encouraging results.

The Branch administers the Government Employees Compensation Act, under the provisions of which compensation is payable to employees in the federal service who are injured on the job, and to dependants of employees fatally injured at work. The benefits paid are equal to those provided in workmen's compensation legislation of the province in which the employee normally works. In addition, the Branch has the responsibility of promoting safe work practices throughout federal government employment.

In the fiscal year ended March 31, 1962, accidents reported totalled 18,762; the total the previous year was 18,115.

The Branch disbursed $2,758,292 in satisfaction of claims in 1961-62, compared with $2,615,254 in 1960-61.

During the year 1961-62, the sum of $66,409 was recovered by court judgment or out-of-court settlement in connection with accidents to government employees that resulted from the actions or negligence of third parties.

The number of accident claims increased by a little more than 3 per cent over the total the previous year. But the cost of compensation rose by more than 5 per cent. This is partly because the provinces have established higher scales of benefits, and it is the provincial rates that are paid in the federal employees' compensation scheme.

The ratio of accidents to employees, however, showed little change over the year, because the number of employees covered increased too, from 225,000 to more than 228,000. The ratio has remained virtually unchanged at slightly under 1 to 13 for the past several years.

Of the 18,762 claims, 11,709 were classed as "medical aid only."

At the end of the fiscal year there were 1,726 employees and dependants in receipt of pensions.

The Branch issues a monthly bulletin, in English and French, whose aim is to make government administrators and supervisors more safety-minded, and to assist in the administration of claims work.

The Branch is continuing its series of accident prevention handbooks for distribution in government departments. In the last fiscal year, nine more titles were published.

Handbooks and leaflets so far issued are: No. 1—Workshop Safety, No. 2—Good Housekeeping, No. 3—Supervisor's Role in Accident Prevention, No. 4—Office Safety, No. 5—Safety Organization, No. 6—Accident Prevention, No. 7—Safe Guards, No. 8—Safety Inspection, No. 9—The Use and Care of Fibre Rope, No. 10—The Use and Care of Wire Rope, No. 11—The Use and Care of Chains, No. 12—The Use and Care of Storage Batteries, and No. 13—Material Handling.

The Branch also carries out the detailed administration work of the Merchant Seamen Compensation Board, which administers the Merchant Seamen Compensation Act. The Director of the Branch serves as Secretary of the Board.

This Act provides for compensation to seamen for accidents arising out of and in the course of their employment when "employed or engaged on a ship registered in Canada. . . when the ship is engaged in trading on a foreign voyage or on a home trade voyage as such voyages are defined in the Canada Shipping Act."

50 Years Ago This Month

November 1912 number reports continuing scarcity of labour, particularly of unskilled labour, in East as large numbers of labourers move west for railway construction and many immigrants return to homelands to fight in Balkan War

A continued scarcity of labour, particularly unskilled labour, in some places in Ontario and the Maritimes during October was reported in the LABOUR GAZETTE of November 1912.

The GAZETTE's correspondent at Westville, N.S., said that there was a scarcity of labour in many lines of industry, especially in the building trades. In Halifax, contractors complained of not being able to get enough carpenters, painters and electricians, and that unskilled labour remained scarce.

In Montreal there was a shortage of unskilled labour. The Hull correspondent said that there was a scarcity of labour, "a number of men having left for the lumber camps, where $40 to $45 per month and board are offered."

Farm Labour

In the Ottawa district, farmers found labour "hard to obtain, as usual, the workers demanding $35 per month and board and $2 a day for field work." The Toronto correspondent said, "Unskilled labour has seldom been so much in demand at this season of the year as at present, owing to the amount of civic and railway construction work in progress, and the large number who have gone west during the summer. Several hundred Bulgarians, Macedonians and Greeks have returned to Europe to take part in the Balkan war."

From Berlin, Ont., also it was reported that a large number of Bulgarian labourers had left the city for their native land to enlist in the army.

Cost of Living

The high cost of living was in the news. In Montreal, a mass meeting of workmen was held at the Labour Temple during the month, and "a strong resolution was passed demanding an investigation by the Dominion Government into the increased price of practically all necessities of life."

The Ottawa correspondent reported that "the feature of the cost of living situation this month was the increase of the price of milk from 7 to 9 cents. The cost of pure water is also considerable, as a great many people in the city continued to buy spring water for drinking purposes."

Sir George Askwith, Chairman of the Industrial Council of Great Britain, speaking before the Canadian Club of Ottawa in October 1912, the LABOUR GAZETTE reported, had this to say about bargaining between employers and employees:

"The day of individual bargaining, which existed in Lancashire in the forties, was long ago impinged upon by such things as the factory acts; the day of the union bargaining with the employers has in some cases come, in some cases is coming, and in some cases is beginning to decay; but it may be that the day of the interference of outside authorities to a certain extent, dealing with such questions as the minimum wage, is coming forward in the future . . . there is no doubt that there has been a tendency to refer to outside persons some opportunity of discussion of what the payment between capital and labour should be, and that principle has been embodied during the last few years in two British acts of Parliament, the Trade Boards Act, dealing with sweated industries, and the Coal Mines Minimum Wage Act. Whether that tendency will continue or not, I am not going to prophesy . . ."

Bank Employees

A report of an inquiry into employment conditions for bank clerks throughout Canada was published in the GAZETTE. Under the heading "Restrictions," it said: "The rule concerning marriage is strict, no clerk being allowed to marry till he earns $1,000 per annum; in some cases the sum is fixed at $1,500. Clerks are required to provide their own lunch and are not allowed to leave the bank in business hours except under exceptional circumstances."

An indication of the length of time a bank clerk might have to wait before he could marry is contained in the following statement in the report: "Often a clerk of exceptional merit can within four or five years command a salary of $900; on the other hand, it usually takes five years to reach a salary of $800."

To be acceptable for employment as a bank clerk, an applicant had to be at least 17 years of age, and to have a "good business education, respectable parentage, unblemished character, and ability to furnish bondsmen."

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Former Deputy Labour Minister, Arthur MacNamara Dies at 79

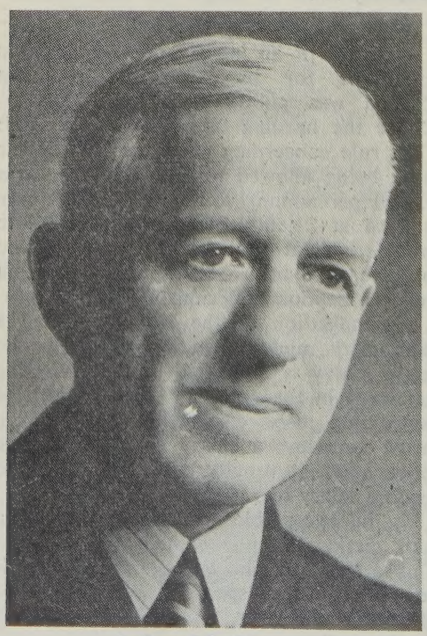
Arthur James MacNamara, C.M.G., LL.D., Deputy Minister of Labour from 1943 until 1953 and Director of National Selective Service during World War II, died at Ottawa on October 4 at the age of 79. When he retired from the federal Public Service, he had completed 40 years as a public servant, federal and provincial.

He became a national figure during the war for directing the mobilization of Canada's manpower resources, and later, for his part in organizing the Unemployment Insurance Commission.

Mr. MacNamara began his career as a provincial civil servant in Manitoba. He was called to Ottawa for six months at the beginning of the war. From this temporary assignment he advanced through various responsible federal positions to become Deputy Minister of Labour.

His public service appointments in Manitoba included: Chief Inspector, Bureau of Labour, 1916; Deputy Fire Commissioner, 1924; Assistant Deputy Minister of Public Works, 1936; and finally, Deputy Minister of Labour and Public Works.

When he came to Ottawa in January 1940, it was to organize the Dependent's Allowance Board. From this task he moved to a succession of posts: Acting Chief Commissioner of the Unemployment Insurance Commission, Director of the National Employment Service, and, in January 1943, Deputy Minister of Labour.



Arthur MacNamara

In 1946 he was made a Companion of the Most Distinguished Order of St. Michael and St. George. The University of Manitoba conferred on him the honorary degree of Doctor of Laws.

He served as a lieutenant with the Royal Air Force during World War I. In 1950, he received the Citation of Merit from the International Association of Public Employment Services. Since his retirement in 1953, Mr. MacNamara was Managing Secretary of the Canadian Association of Equipment Distributors.

Expressing his regret at the death of the former Deputy Minister, Hon. Michael Starr, Minister of Labour, said: "Arthur MacNamara was a warm and human personality. In his long career, he made an enormous number of friends and acquaintances. It is eloquent testimony to his forthrightness and soundness of judgment that even those with whom he was at times in conflict never lost their affection for him. He will be widely mourned."

George V. Haythorne, Deputy Minister of Labour, said: "He was one of Canada's most experienced civil servants, and most of that experience was in the labour field—the area where human issues and human problems are of paramount importance.

"He had an unusually effective touch in his dealings with people and their problems, and a sympathy that never failed even in the most difficult and complex situations. It is this, as much as his skill and knowledge, that gained him enduring friendships all across the country."

Brandon Hall Group of Unions Reduced to Three in Number

The Brandon Hall group of five construction unions, which organized the violent strikes and demonstrations that disrupted the house and apartment building branch of the industry in Toronto in the summer of 1961 (L.G., July, p. 776), has been reduced to three by the recent withdrawal of the locals of the Bricklayers, Masons and Plasterers' Union and of the Hod Carriers' and Common Laborers' Union. Left in the group are locals of the Operative Plasterers' and Cement Masons' Association, the United Cement Workers' Union, and the United Brotherhood of Carpenters and Joiners.

Union Membership in Canada Totals 1,423,000 in 1962

At the beginning of 1962, labour organizations active in Canada reported a total membership of 1,423,000.

Of these, 1,049,000 or almost 74 per cent were represented by unions affiliated with the Canadian Labour Congress.

More than 102,000 organized workers, or about 7 per cent of the total nearly all in Quebec, were represented by unions belonging to the Confederation of National Trade Unions.

The rest of the organized workers in this country were represented either by unions not affiliated with any central labour body, or by unions not affiliated with a central labour body in Canada but linked with the AFL-CIO in the United States.

More than a million of the 1,423,000 union members were in international unions, which have branches in both Canada and the United States and in most cases belong to central labour bodies in both countries.

In January 1962 there were 108 international unions active in Canada. Of these, 85 were affiliated with the CLC as well as with the AFL-CIO, 10 belonged only to the AFL-CIO and 3 only to the CLC. The remaining 10 international unions, with a total of 118,000 members, had no affiliation. More than 40,000 of the union members in this group belonged to the International Brotherhood of Teamsters, which had been with the AFL-CIO until 1958 and with the CLC until 1960.

There were 335,000 Canadian workers belonging to 51 national unions in January 1962. Of these, 156,000 were members of 18 national unions affiliated with the CLC and 96,000 belonged to the 13 federations within the CNTU. The remaining 20 unions, with a total of 83,000 members, were without affiliation.

Outside the international and national unions, about 26,000 workers were organized in 243 separate locals chartered directly by the two Canadian central bodies, the CLC and the CNTU. Another 37,000 belonged to the 126 independent local organizations coming within the scope of the survey.

The total of 1,423,000 members reported by labour organizations in 1962 was equivalent to about 30 per cent of the non-agricultural paid workers in Canada. The total was about 24,000 less than in the previous year. Much of the decrease was accounted for by the dissolution of the Newfoundland Brotherhood of Woods Workers, which had reported nearly 15,000 members before it went out of existence in October 1961.

Complete results of the annual survey of labour unions by the Department of Labour are available in the department's publication *Labour Organizations in Canada, 1962,* obtainable in English and French editions from the Queen's Printer, Ottawa, at 35 cents a copy (Catalogue No. L2-262).

Steelworkers Win "Sabbaticals" For Can Company Employees

The United Steelworkers of America last month negotiated extended vacations for long-service employees of the two largest can manufacturers in the United States, the American Can Company and the Continental Can Company. Canadian employees of the two firms are included.

Under the new agreements, which cover more than 31,000 employees in the United States, Puerto Rico and Canada, employees with 15 or more years of service will be entitled to a 13-week "sabbatical"—including regular annual vacation—every five years.

The contracts provide also for increases in the length of the annual vacation to three weeks after 15 years service and four weeks after 25 years, and for higher terminal payments, presumably to encourage early retirement. The regular vacation will not be additional to the sabbatical leave.

No Wage Increase

No wage increase or wage reopener is provided during the life of the agreements. A 23-per-cent-an-hour cumulative cost-of-living escalator clause will remain in effect, but the bonus will rise no further.

The two-year agreements also provide for improvements in the health and welfare programs and other fringe benefits. They become effective on October 1, but the three-month leaves will not begin until January 1, 1964. The delay is to allow time to train replacements and arrange a vacation timetable.

Neither companies nor union have made public any estimate of the cost of the long vacations, but it has been unofficially calculated to average 5 to 7 cents an hour.

The international master agreement covers employees of the Continental Can Company of Canada across Canada, and employees of the American Can Company in Vancouver.

According to a union spokesman, this is the first provision of the kind gained by the Steelworkers or any other union. The Steelworkers have long been advocating extended sabbatical leaves as a means of spreading work and lessening unemployment.

H.E. Campbell Retires from Two Locomotive Engineers Positions

H. E. Campbell retired last month as Assistant Grand Chief Engineer and National Legislative Representative of the Brotherhood of Locomotive Engineers, and as Secretary of the National Legislative Committee, International Railway Brotherhoods.

He is succeeded in the two Brotherhood positions by John F. Walter, and in the National Legislative Committee office by A. R. Gibbons of the Brotherhood of Locomotive Firemen and Enginemen.

J.H. Currie Named Director of Employees Compensation Branch

J. H. Currie, formerly Executive Assistant to the Deputy Minister, was recently appointed Director of the Government Employees Compensation Branch succeeding George G. Greene, who has retired.

He has also been appointed Secretary of the Merchant Seamen Compensation Board, which administers the Merchant Seamen Compensation Act.

Mr. Currie joined the Department of Labour in 1944 as Chief of Personnel, in which capacity he served until his appointment to the Deputy Minister's staff in 1951.

Before coming to the Labour Department, Mr. Currie was employed for several years in the Department of Finance.

J. H. Currie

Can't Afford Fight over Shares, Should Promote Teamwork

"If we are to give the best account of ourselves in this competitive world, surely we cannot afford the concept of two opposing sides in industry scrapping about their shares of rewards which only their joint efforts can bring into existence," said Rt. Hon. the Viscount Amory, British High Commissioner to Canada, in an address last month to the Ontario Chapter of the Council of Profit Sharing Industries. He was speaking in his capacity as Deputy President of the British Industrial Co-partnership Association.

One of the effects of the current industrial revolution is that organizations are becoming more complicated and units of production more massive, he said. Big-scale organization and automation seem to be pushing individual human beings more into the background. "The feeling that as individuals we count for less and less is bad for our initiative, our self-respect and our characters."

The problem of promoting an active spirit of teamwork, although complicated by mechanization and bigness, is not impossible.

"The more mechanical a man's job, the more he seems to be just an adjunct to some machine, the more trouble it is worth taking to get him interested in the whole process his work forms part of, so that he can feel pride in the achievements of his group or department."

One problem in developing a spirit of teamwork, he acknowledged, is that of divided loyalties, the most obvious being the risk of conflict between a man's loyalty to his union and his loyalty to his firm.

"In Britain, almost all employers recognize trade unions as established institutions. All sensible employers recognize, too, that if a workman belongs to a union it is right that he should be an active and loyal member of it," Viscount Amory said. There is, however, a natural tendency for both employers and unions to feel that the other party is seeking to undermine the loyalty they are anxious to promote.

"The answer to this problem surely is for both parties to recognize their mutual interests and, in particular, that both benefit from increasing productivity and from the prosperity of the concern—a prosperous firm is in a position to offer a better security and better pay than a financially shaky one—and for each party frankly to recognize the legitimate field of responsibility of the other.

"The most important factor of all in employer-union relationships must be complete confidence on both sides that undertakings will be strictly and honourably adhered to."

Strikes are increasingly being regarded as a rather crude and clumsy way of settling differences, Viscount Amory believed. "The right to strike is fully acknowledged under our laws but there is a growing opinion that a strike should be looked upon as action of the last resort, a right to be preserved as a safety valve."

The High Commissioner then turned to a discussion of co-partnership, a term which, he said, covered profit-sharing, making shares available to employees on advantageous terms, and joint consultation. He pointed out that profit-sharing will not automatically create good relations.

"Good relations are something that can be established only by patient and sincere effort. One cannot buy goodwill or mutual respect even by the best-devised scheme of profit-sharing unless the right spirit is there behind it.

He defined joint consultation as "the practice of sharing information and, wherever feasible, consultation before policy decisions are reached."

He concluded with comments on two-way communication, works councils and suggestion schemes.

U.S. Arbitration Board Sustains Management's Rights on Layoff

A United States arbitrator last month sustained the right of a railway's management to reduce the working force by laying off unneeded employees, provided that it gives the union notice of proposed layoffs and makes provision for severance pay for laid-off workers. The decision was rendered in a dispute ebtween the Order of Railroad Telegraphers and the Chicago and North Western Railway.

A month-long strike by the union was ended in September after the signing of an agreement on all issues except job security. The parties agreed to submit this issue to arbitration.

The arbitration board comprised Sylvester Garrett, who is chairman of the board of arbitration for the United Steelworkers; Ben Heineman, Chairman of the Board of the C. & N. W.; and George Leighty, Telegraphers' President and Chairman of the Railway Labour Executives Association. The employer's nominee concurred in the chairman's award; the union's nominee dissented.

The railway was ordered to discuss proposed layoffs with the union but was given the final decision in such cases. The railway has agreed to give the union 90 days' notice of layoff and to pay discharged telegraphers 60 per cent of their annual earnings for a period of up to five years.

Permanent employees transferred to the extra board will be guaranteed 40 hours pay a week, and several hundred telegraphers already laid off will be entitled to seek compensation from the railway.

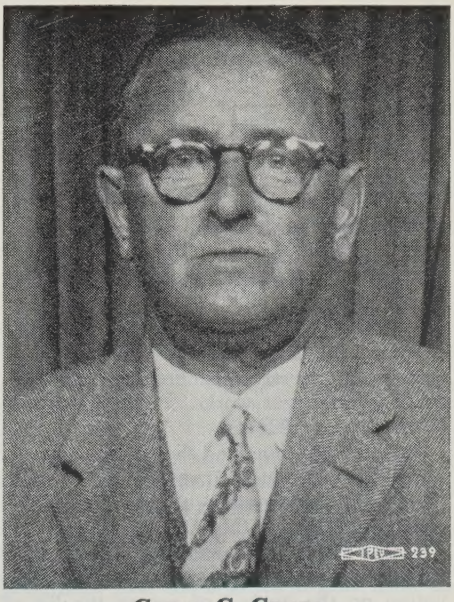
The same union a year ago negotiated an agreement with the Southern Pacific that put a limit on the numbers of telegrapher positions the company may abolish because of technological or organizational changes (L.G., Dec. 1961, p. 1210).

Served Department 20 Years, George G. Greene Retires

George Garrow Greene, Director of the Government Employees Compensation Branch since 1952, has retired after 20 years service in the Department of Labour.

For almost nine years he was private secretary to a former Minister of Labour, the late Humphrey Mitchell, and for two years was special assistant to a former Deputy Minister of Labour, the late Arthur J. MacNamara (see page 1236).

A former newspaperman, Mr. Greene was a member of the Parliamentary Press Gallery before becoming secretary to Humphrey Mitchell in 1942. After that Minister's



George G. Greene

death in 1950, Mr. Greene became special assistant to Mr. MacNamara, then Deputy Minister.

After taking over as Director of the Government Employees Compensation Branch in October 1952, Mr. Greene reorganized it, developed statistical records, promoted accident prevention activities in the Public Service, and instituted, in 1953, the monthly Bulletin of the Branch, which he edited. He organized the first Federal Government Conference on Public Service Safety in 1956. He was a delegate to many conferences of the International Association of Industrial Accident Boards and Commissions in Canada and the United States, including one in Hawaii.

He was an adviser to the Government Delegates to this year's International Labour Conference.

In Parliament Last Month

(*page numbers refer to Hansard*)

The Minister of Labour on October 25 moved that the House go into committee at the next sitting to consider the introduction of a measure respecting industrial change and manpower adjustment. The motion was agreed to (p. 918).

On October 25 the Minister of Labour introduced Bill C-70, to provide for the safety and well-being of persons employed in works, undertakings and businesses within federal jurisdiction (p. 918).

On October 19, a motion was made (p. 733) for second reading of a private member's bill to provide for a minimum wage of $1.25 an hour for employees in federal works, undertakings and businesses (Bill C-10), which was introduced and given first reading on October 1 (p. 31). The hour appointed for private members' business expired without question put.

On October 16, a motion was made (p. 580) for second reading of a private member's bill, Bill C-7, to adjust the procedure of the Bankruptcy Act to cover the case of a wage earner who, though deeply in debt, could under budgetary supervision and with a time extension reimburse his creditors in full. The bill makes provision for this to be done "without the wage earner's being saddled with unconscionable rates of interest." It had been introduced and given first reading on October 1 (p. 31). The hour appointed for private members' business expired without question put.

During October, the following bills of interest to labour were introduced and given first reading:

—Bill C-15, to provide for pay for statutory holidays, and for pay for work performed on statutory holidays, for employees in federal works, undertakings and businesses (p. 32).

—Bill C-23, to amend the Industrial Relations and Disputes Investigation Act to establish a new system of negotiation and conciliation under the Act (p. 32).

—Bill C-43, to amend the Canada Fair Employment Practices Act to add discrimination on the ground of age to the list of prohibited employment practices, except when the age requirement is a *bona fide* occupational qualification (p. 38).

—Bill C-25, to amend the Merchant Seamen Compensation Act to widen the discretionary powers of the Merchant Seamen Compensation Board regarding the conditions under which the maximum allowances may be paid to a person who undertakes the care and maintenance of orphans of merchant seamen who are entitled to compensation under the Act (p. 36).

—Bill C-61, to amend the Annual Vacations Act to provide that employees under federal labour jurisdiction shall get two weeks' vacation with pay after one year's employment, instead of after two years' employment as at present (p. 441).

—Bill C-26, to amend the Railway Act to provide for the payment of retraining and moving costs for railway employees who lose their jobs as a result of organizational changes (p. 36).

—Bill C-44, to amend the Railway Act to give the Board of Transport Commissioners authority to lay down conditions under which abandonment of railway lines may take place, after permission to abandon has been granted (p. 36).

—Bill C-32, to amend the Civil Service Act to provide for arbitration of disputes between the Government and public employees, and further to provide a means of establishing a tribunal of arbitration (p. 34).

—Bill C-38, to enable civil servants to engage in political activity, join political parties, contribute to political parties, and to be candidates for political office (p. 38).

—Bill C-21, to amend the Canada Elections Act to reduce the voting age to 18 years (p. 35).

—Bill C-22, to amend the Agricultural Rehabilitation and Development Act to extend the provisions of the act so that Indian bands and Indian councils can enter into agreements with the ARDA agencies (p. 36).

National Conference on Agricultural Training

Proposed by National Technical and Vocational Training Advisory Council and convened by Department of Labour, conference finds that training programs in agriculture and related fields are inadequate, recommends action in this area

Training programs in agriculture and related fields are inadequate in Canada today, especially in the light of technological and other changes, it was concluded at the first National Conference on Agricultural Training, held at the Central Experimental Farm, Ottawa, on October 17 and 18. Such a conference was proposed last May by the National Technical and Vocational Training Advisory Council (L.G., June, p. 598).

In a resolution adopted unanimously at the end of the conference, the 125 delegates urged that immediate attention be given to this problem, and that provincial or regional meetings be held as a follow-up to the national conference.

The conference was convened by the Department of Labour, in co-operation with other federal and provincial government departments, farm organizations, educational institutions, and other interested groups. Its aim was to define and discuss the specific problems of education for rural people, and to make recommendations for solutions to the problems.

Two special speakers addressed the delegates, who came from all parts of Canada. They were: Dr. J. R. Weir, Dean of Agriculture and Home Economics, University of Manitoba; and Dr. Milo J. Peterson, Chairman, Department of Agricultural Education, University of Minnesota.

Under the federal-provincial technical and vocational training assistance program, the Department of Labour has a special interest in the training needs of agriculture. On the recommendation of the National Technical and Vocational Training Advisory Council, the Department earlier conducted two comprehensive surveys of vocational education in Canadian agriculture: a survey of technical and other vocational training programs in agriculture offered by provincial and municipal governments in Canada, and a study of vocational training needs in agriculture.*

*Reports of the two surveys were published in the series on the Research Program on the Training of Skilled Manpower as Report 5C, *Vocational Education in Agriculture, Publicly Operated* (L.G. 1959, p. 907), and Report 5D, *Vocational Training Needs in Canadian Agriculture* (L.G., Aug., p. 911).

The delegates were welcomed by Hon. Michael Starr, Minister of Labour, and Hon. Alvin Hamilton, Minister of Agriculture. George V. Haythorne, Deputy Minister of Labour, was Chairman of the Conference.

Four working groups were formed, each assigned to deal with one of the following:

1. Education and training needs of young farm people who are still in school.

2. Continuing education for and training needs of farm adults.

3. Education and training needs of agricultural teachers and farm extension leaders.

4. Training for technical vocations in industries allied with and providing services to agriculture.

Conclusions of the Conference

In a final resolution, unanimously adopted, the delegates urged that immediate attention be given to the problem of agricultural training, as they found that today's training programs in agriculture and related fields were inadequate.

Among other conclusions reached and recommendations made by the delegates were that:

—Similar conferences or seminars should be held in each province or region.

—Specific training needs would have to be more clearly defined through survey, research, and other ways.

—Lack of appreciation of the value and importance of training by people in the industry itself was part of the problem in identifying training needs.

—Technical and vocational education in agriculture should be a fully recognized part of the secondary-school program.

—There is a continuing place for separate institutions devoted mainly to agricultural training, similar to those now providing diploma courses.

—At the technician level, there is a growing demand for training programs in agricultural and related fields.

—There is an increasing need for short courses in specific subjects for adults in agriculture and in associated industries.

—The training of agricultural teachers determines much of the success of these programs, and there is an urgent need to advance in this field.

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—A critical look at agricultural training in relation to the education and training of the labour force as a whole is a necessity for the full development of our over-all manpower resources.

—The activities of all groups—including industrial organizations, voluntary agencies, universities, provincial and federal government departments—should be co-ordinated.

Hon. Michael Starr

In his welcoming speech at the opening session of the Conference, Hon. Michael Starr, Minister of Labour, emphasized the growing complexity of agriculture and the need for more widespread and advanced training in the industry to cope with current and future problems. "I would like to stress the importance of developing our human resources to their fullest potential," he said.

"We know far too little about emerging needs for trained manpower in our primary industries. Much more is known about the scientific and physical side of agricultural production. Yet we often forget that manpower is an essential part of the production process.

"Agriculture, like all other industries, is becoming highly complex and hence requires the development of more highly skilled manpower in the same way as do other Canadian industries.

"It is essential that training facilities and programs for youth and adults in agriculture and other primary industries do not lag behind the rapid growth of training in the rest of the country," Mr. Starr said.

He pointed out that the current federal-provincial school building program, under the Technical and Vocational Training Assistance Act, would have the effect of providing facilities for increased training in rural areas:

> As of Monday of this week, some 449 projects had been undertaken under this program, of which 376 are either new schools or major additions to new schools. This represents a total estimated investment of $435,000,000, of which the federal share will be $280,000,000. This will mean additional accommodation for more than 125,000 students or more than double the present capacity of existing institutes of technology, trade schools and technical secondary schools across the country.

Hon. Alvin Hamilton

The Minister of Agriculture, Hon. Alvin Hamilton, said he needed the delegates' help in "a very broad program of rural reconstruction and development." Recognizing the difficulties involved, he stated that he was aware that an adequate educational program for rural Canada would not be easily achieved.

Constructing an educational program for the rural sector was more difficult than for the urban sector, he said, because most young people raised on farms must find non-farm employment, yet the training for those who remain in agriculture would have to be just as good as that provided for urban employment.

"As Minister of Agriculture, I am not prepared to accept an unlimited transfer of rural people to urban areas," he said. "I think there is much that can be done in the national interest to stabilize rural communities—to reduce the flow of people from rural areas to the cities. I suspect at the same time that, to succeed in rural redevelopment, we must adjust our rural educational programs."

Dr. J. R. Weir

"The technological revolution in Canadian agriculture in the last 20 years has had profound and far-reaching implications for farm people," said Dr. J. R. Weir, Dean of Agriculture and Home Economics, University of Manitoba. He was speaking on "An Assessment of Agriculture in Canada and the Implications for Training."

"This revolution started with the application of biology and chemistry to agriculture —an attempt to make two blades of grass grow where one grew before—and extended to the mechanization of agriculture—in which manpower was replaced by machine power, thus making it possible for one man to do the work previously done by two or more men." Dr. Weir was commenting on the nature of the changes that had taken place in agriculture, an understanding of which, he said, was necessary for an intelligent discussion of non-professional education for farm people.

"We have had drastic changes in the education and training of our professional agriculturists, and this surely reflects the need for a corresponding change of philosophy for vocational training for our rural people," he said.

As an example of the effects this revolution has had on Canadian agriculture, he cited the decrease of 196,000 Canadian farms between 1941 and 1961, and the loss of 549,000 from the farm labour force in the same period.

"We should not deplore this technological revolution in agriculture, and particularly, the movement of labour from the farm," Dr. Weir said. "A progressive, efficient agriculture means the transfer of labour from the production of food to industries producing things associated with a higher standard of living.

"Farmers should not regret the fact that two of their three children must seek careers off the farm, any more than doctors, lawyers, businessmen, merchants, should regret that any or all of their family do not remain in their own profession or business.

"Difficulties arise, however, when technologically displaced farm people are ill-equipped, educationally, to enter new occupations. This off-the-farm movement must and will continue."

During the fifties Canada successfully integrated some 50,000 to 100,000 immigrants each year into the working force. "Surely, to suggest that we cannot productively absorb into our whole economy the labour resource which will invariably be forthcoming from our farms is absurd," he declared.

Dr. Weir stressed that educational institutions must adjust to the changes that are taking place in our society and that farm people themselves must change their attitudes toward education and vocational training. "Many farmers still believe that hard work alone is the main prerequisite for success." New types of training were necessary today to provide the management skills and knowledge essential for the modern farmer.

We also need a different educational program for persons leaving the farm for other occupations. Farm people need to be trained for an increasingly complex industrial society. They can no longer depend on obtaining work as unskilled labourers. There is already a surplus of unskilled labour in the country.

Dr. Weir then reviewed various successful farm education programs in use in Manitoba, and actions being taken elsewhere. He also dwelt on the necessity for assembling more facts on training needs in agriculture, and on the problems of education for persons leaving agriculture for other occupations. In conclusion, the speaker posed a series of questions to serve as challenges to the working sessions of the Conference.

Dr. Milo J. Peterson

Addressing the delegates on "An Agricultural Education Program in the United States," Dr. Milo J. Peterson, Chairman, Department of Agricultural Education, University of Minnesota, described the U.S. system of education, which has "permitted and encouraged the growth of agricultural education." Its setting is the "comprehensive public high school."

The system, publicly supported and open to all, "has equal concern for those who will remain in the community and those who will go on to seek their future elsewhere. Educational opportunity for adults and post-high-school youth is accepted as an integral, rather than a peripheral, responsibility," he said.

Dr. Peterson described an agricultural training program that, although "not a typical or an average program," was the kind of program he believed should be aimed at. The program included six mutually exclusive but closely allied phases: adult agricultural education, education for post-high-school youth, high school agricultural education, parent-teacher co-operation, school-community co-ordination, and public relations.

Dr. Peterson stated that the objective of adult education in agriculture is to increase the efficiency of the business operation and raise the level of living of farm operators. At the post-high-school level, the purpose of agricultural education is to aid young adults in occupational establishment and personal adjustment to adult responsibilities and opportunities in the field of agriculture.

In the United States, he continued, the farm organization, Future Farmers of America, is an effective vehicle for teaching at the high school level. The objectives of the high school FFA program are: to develop an appreciation and understanding of modern agriculture and rural life; to develop citizenship and leadership; to provide supervised work experience in agriculture at the operational and managerial levels; to make a beginning in an agricultural pursuit commensurate with individual capacity, interest, and opportunity; and to prepare for further study in agriculture at the vocational-technical or collegiate level.

Parent-teacher co-operation was intended to develop positive working relationships between the agriculture instructor and the parents of the high school and post-high-school students. This is achieved through such means as community surveys, individual on-farm instruction, and group meetings.

School-community co-ordination, usually through an advisory council of community members, with farmer-members in the majority, assured that the school placed its educational resources at the disposal of the community, and the latter in turn co-operated with the school in mutually beneficial endeavours, explained Dr. Peterson.

The purpose of public relations was to develop a favourable attitude toward vocational agriculture and the total school program.

Although direct control of agricultural education was by education authorities at the local district level, the over-all program was supported by three levels of

government—local school district, state, and national, said Dr. Peterson. He also dealt with teacher education, and the support and services rendered by professional organizations.

Working Groups

A working group under the chairmanship of James W. Clarke, President, Winnipeg Grain Exchange, dealt with education and training needs for young farm people who are still in school. It tackled this problem under four topics: guidance and counselling, agricultural education in the secondary schools, agricultural clubs and youth organizations, and existing programs and new requirements.

This group agreed that agricultural training centres should meet the increasing demands for agricultural technicians by introducing new programs at existing schools, and recommended establishing new schools devoted to agricultural technician training. In another conclusion, it noted lack of interest in agricultural education on the part of students and parents.

A second working group, under Chairman W. A. Jenkins, Director, Immigration and Land Settlement Service, Nova Scotia Department of Agriculture, discussed continuing education for and training needs of farm adults. This group found that education and training obtained by farmers was definitely inadequate, and analysed the reasons for this. It recommended training in three general areas:

1. Farm management, marketing and other economic knowledge needed by farm operators.
2. Technical skills required for farming.
3. Community development and the economic and social position of the farmer in his community, in the nation and in the world.

This group also urged establishment of central agencies to co-ordinate programs and recommended the investigation of training needs of farm women and investigation into the definition of "agricultural" occupations—for example, to determine if gardeners and landscape architects were engaged in agriculture.

A third group, under the chairmanship of Benoit Guay, Professor of Agronomy, Institute of Agricultural Technology, St. Hyacinthe, dealt with the problems of education and training needs of agricultural teachers and farm extension leaders. It stressed the shortage of competent persons in these two fields, and pointed out that more attention was needed to their basic educational preparation. This preparation would be determined by the changing needs of agriculture.

This group recommended that a single administrative body at the provincial level should be entrusted with the responsibility and authority for the operation of teacher education programs. In addition, there should be a federal-provincial consultative body "to act as a national clearinghouse on objectives." This teacher education should be supported by a research program on the university level.

The fourth group, with Leonard Harman, General Manager, United Co-operatives of Ontario, as chairman, dealt with training for technical vocations at the post-secondary-school level, to prepare personnel for industries allied with and providing services to agriculture. Such technicians would include land assessors, surveyors, rangers, supervisors, laboratory assistants, and inspectors, among numerous others. This group also found that training here was inadequate and that the shortage was most pronounced at the technician level.

The group agreed also that there was an urgent need for both two- and three-year, post-secondary-school courses and for shorter courses. Training should be in co-operation with industrial authorities, and there should be more financial assistance for students taking the longer courses. To determine the extent of the technician shortage, a survey should be undertaken. Additional training facilities for post-secondary-school training should be provided, and there should be a form of recognized national certification.

Seven Japanese women leaders prominent in the field of adult education spent the morning of October 16 in the Women's Bureau of the Department. The women, selected as a result of a nation-wide competition sponsored by the Women's Social Education Section of the Japanese Ministry of Education, were on a month-long study tour of selected cities in Canada and the United States.

The subjects to which they directed attention were the role of women in Canadian and American society, the daily life of the housewife, the nature of women's organizations, adult education facilities and welfare services of particular interest to women.

Two similar groups of Japanese women simultaneously visited European countries.

Federal-Provincial Farm Labour Conference

Shortage still remains of reliable and experienced men for year-round work on farms, of skilled men even for seasonal work; no shortage found of unskilled labour for seasonal work, delegates to 18th Farm Labour Conference report

No serious difficulty in obtaining a supply of unskilled labour for seasonal farm work was experienced in any province of Canada during the past season, but there is still a shortage of reliable and experienced men for year-round work, and in general a shortage of skilled men even for seasonal work, delegates to the 18th Federal-Provincial Farm Labour Conference reported.

George V. Haythorne, Deputy Minister of Labour, in welcoming the delegates, said that in the past the farm labour program had been regarded as not much more than a program of farm labour mobility. The time might have come, however, he suggested, for more serious consideration to be given to such matters as agricultural training, productivity, labour utilization, labour standards, and the improvement of living and working conditions on farms, particularly for hired workers.

The meeting, which was the first such conference since 1959, was held in Ottawa on October 19, under the chairmanship of F. M. Hereford, Director of the Special Services Branch of the Department of Labour,

Eight of the nine provinces that have farm labour agreements with the federal Government were represented by senior officials of their Departments of Agriculture.

The conference was attended also by representatives of National Employment Service regional and head offices; of the federal Departments of Labour, Agriculture, and Citizenship and Immigration; of the Canadian National Railways and Canadian Pacific Railway Company; of the Canadian Federation of Agriculture; of the Office of the High Commissioner for the United Kingdom; and the Embassies of West Germany and The Netherlands.

Employment Situation and Outlook

The health of the economy has improved considerably during the year and a half since business activity started to rise early in 1961, Gil Schonning, Assistant Director of the Economics and Research Branch of the Department of Labour, told the meeting in a brief review of the general employment situation and outlook.

This improvement was shown by the rise of nearly 9 per cent in the Gross National Product during the period, a rise of almost 12 per cent in industrial production, and an increase of 11 per cent in personal income. Labour income and profits had also risen, and total employment had increased by between 4 and 5 per cent, and unemployment had declined by about 30 per cent, from a high point of 7.9 per cent to 5.6 per cent, apart from seasonal fluctuations.

This rise in economic activity, Mr. Schonning remarked, had been accomplished in spite of such adverse circumstances as last year's crop failure in Western Canada, and exchange and balance of payments difficulties.

Farm employment was still continuing its secular decline, although at a slower rate during the past four years or so. In each of the years 1956-58, farm employment had dropped by 32,000, in 1959 by some 20,000, and in 1960 by 17,000. In 1961 there was little change. Average employment on farms for the first nine months of this year was down by about 16,000 compared with the corresponding period last year.

"Undoubtedly crop failure in the West last year, better job opportunities in the non-farm industries last year and this year, plus a wet summer season, all contributed to the pulling down of the farm work force this year," Mr. Schonning pointed out.

He gave a brief outline of the changes in the Canadian labour force during the past decade or more, the main points of which were the falling-off in the growth in the number of males in the labour market during the past five years, the increase in the labour force participation of females, the big increase in the labour force in 1956 and 1957 by 400,000 and between 1959 and 1960 by 175,000.

He attributed the high unemployment of the past few years to three main causes: the slackening in aggregate demand, several major structural shifts in the economy induced by competitive pressures, and some deficiency in the supply of the kind of labour that the changing economy needed.

A pickup in demand, reduced immigration and an increase in training have contributed to the reduction in unemployment over the past year, Mr. Schonning said.

Turning to the employment outlook, Mr. Schonning said that, on the assumption that there was no net immigration next year and that youngsters stayed in school at the same rate as in September this year, the labour force next year should be about 100,000 larger than it was this year.

This meant that there must be 100,000 additional jobs next year if unemployment were not to rise again. Whether these jobs would be forthcoming or not depended on a number of things, particularly on whether there was going to be another recession, and if so when it would start and how deep it would be, the speaker pointed out.

Recent indications had suggested that the rate of business cycle expansion was again slowing down, but it was difficult to say how severe the recession would turn out to be, if it came.

Unemployment next winter would be lower than it was last winter, Mr. Schonning thought, but later in the year it was likely to rise somewhat above the level at the same time this year. In 1963, there might be a slackening-off in the total demand for labour in the goods industries, and this would mean a reduced demand for male labour and a rise in unemployment.

There would probably be fewer opportunities in non-farm employment, and this, together with the good crop this year, might mean that agriculture would be a "man-drawing industry."

Farm Productivity Statistics

The question of hours of work and the total input of labour in agriculture, raised by Dr. Dymond, Assistant Deputy Minister of Labour, led to considerable discussion about how much reliance could be placed on statistics regarding farm productivity.

It was pointed out that there were several reasons why statistics might tend to understate the amount of labour and capital that was going into agricultural production, and that during the whole period of rapid increase in the mechanization of agriculture the question of working hours had been an unknown factor.

Among the ways in which the application of labour and capital to agricultural production might escape statistical measurement, the following were mentioned:

—Employment figures do not reckon workers who are employed less than 20 hours a week.

—A good deal of custom work is being done by people not reckoned to be employed in agriculture, e.g., a garage mechanic may operate a hay bailer; and custom feed mills do work formerly done by agricultural workers.

—A great deal of farm work is done in spare time by people who live on, and operate small farms, but whose main employment is in some other industry.

—Equipment that used to be serviced by the farmers themselves is coming more and more to be serviced by professional service men not considered to be employed in agriculture;

—Much handling and packing of produce, which is properly a part of agricultural production, is now done in co-operative plants by non-agricultural workers.

—In some farm industries work is done by town people who go out to the farms to help, but are counted as employed in other industries.

—In Western Canada, farm implement dealers are renting out equipment to farmers.

For such reasons as these, it was pointed out, the increase in agricultural productivity shown by statistics is not as great as it appears to be. It was suggested that the kind of productivity we know about should be specified as "on site" productivity. But total productivity was another matter.

Regarding the hours being worked in agriculture, one of the delegates expressed the opinion that they were about the same as they had always been.

It was also remarked that mechanization of field work led to very long hours during rush times, but that these periods did not last as long as they had previously.

Dr. Dymond asked where the equipment that was going into agriculture was being made. If it was being made outside Canada we were losing the employment that its manufacture represented. The opinion of several of the delegates was that, although most of this machinery was made outside the country in the early stages of its development, now much of it was made in Canada.

R. A. Stewart, Canadian Federation of Agriculture, said that owing to the multiplicity of tools required, farmers were depending more and more on service people. Another delegate thought that too much equipment was lying idle on farms for lack of service, and he suggested that steps being taken in the matter of agricultural training might improve the supply of service mechanics.

Farm Labour Situation

No important changes in the farm labour situation were reported by provincial and NES representatives.

This year, as in the past two or three seasons, the demand for casual farm labour had been reduced, although for general farm

help it remained fairly constant, R. G. Bennett, Ontario Department of Agriculture, reported.

There had been less demand for outside labour in the sugar beet industry on account of reduced acreage, increased use of machinery, and a larger supply of local labour. Mechanization was being facilitated by the use of new varieties of beets which lent themselves better to mechanical handling. Mr. Bennett foresaw no labour problems next year, except in the unlikely event of an increase in acreage under sugar beets.

Some trained tobacco workers still had to be brought in from the United States, Mr. Bennett said, though the number had been reduced by mechanization.

Much unfavourable publicity given in the press to working conditions for seasonable labour on farms was unjustified, he said, and an attempt had been made to counter it. Hours of work had never been more than eight a day, but publicists insisted on including time spent in going to and from work, time that actually involved expense for the farmer, who had to supply transport to and from the pick-up point, which was the largest part of the distance.

A need for skilled rather than for unskilled labour was reported by S. S. Graham, Alberta Department of Agriculture. In harvest time the demand was for experienced operators of combines and tractors; transient, unskilled labour was no longer wanted. Peak demands for labour had been levelling off, since farmers were managing more than formerly with family and local labour. In harvest time, storekeepers, implement dealers, garage owners, etc., were giving a good deal of help.

In reply to a question from the chairman, Mr. Graham said that the need to bring in Indians for sugar beet work would probably cease in from five to ten years.

G. S. Alleyn, National Employment Service Employment Adviser for the Prairie Region, pointed out that the Indians who were willing to do farm work had to be brought from Northern Alberta and Saskatchewan, and that moving the workers meant moving their families as well.

Mr. Stewart, Canadian Federation of Agriculture, said that farmers could use more labour if they could afford to compete in the labour market, but as it was they had to make do with what they had. He thought farmers realized that they would have to supply better accommodation if they wanted to get suitable help.

Report of Unemployment Insurance Advisory Committee for Year Ended March 31, 1962

Complete exhaustion of Unemployment Insurance Fund during coming winter is certain unless measures taken to provide additional revenue. Committee makes no recommendation about measures necessary, pending report of Gill Committee

The complete exhaustion of the Unemployment Insurance Fund during the coming winter seems to be certain, unless measures to provide additional revenue are taken, the Unemployment Insurance Advisory Committee said in its report for the fiscal year ended March 31. The report was tabled in the House of Commons on September 27.

In its preceding annual report (L.G., Oct. 1961, p. 1012), the Committee said exhaustion of the Fund during the 1961-62 winter was "probable." The Fund managed to survive that winter, the Commission said, quoting the report on the prospective state of the Fund received from the Senior Actuary, Department of Insurance.

But, pending the report of the special Committee of Inquiry into the Unemployment Insurance Act (Gill Committee) (L.G., Aug. 1961, p. 752), the Committee considered that "it would not be appropriate at present for it to make recommendations" on the measures to be taken.

The Committee did, however, draw attention to "the necessity for the Government to take the necessary action to guarantee the solvency of the Fund" pending the application of corrective measures. Whatever sums were required for this purpose, the Committee recommended, should be "provided by way of grants in order that the Fund may not be burdened with these amounts."

The Committee emphasized this recommendation by pointing out that it was unlikely that "any substantial changes of a corrective nature can be implemented promptly enough to greatly affect the Unemployment Insurance Fund in the coming winter."

The Committee quoted two paragraphs from the Actuary's report in which he said that if the unemployment situation during the coming winter should be much the same as last winter, additional revenue of about $27,000,000 would be needed to enable the Fund to meet benefit payments to the end of March 1963 and that a further $47,000,000 would be needed to carry on to the end of May, after which the Fund would begin to increase again for some months.

But "if the experience next winter were to be closer to that of the 1960-61 winter, the additional funds necessary to meet benefit payments to March 1963 would be $77,000,000, with a further $75,000,000 being required for April and May 1963." The balance in the Fund at the end of May 1962 was $20,000,000.

The Actuary's forecast was based on the assumption that the fund would rise by $50,000,000 between June 1 and December 1 of this year, which would be about the same as the rise of $53,000,000 in the corresponding period of last year.

In order to illustrate the trend of the Fund toward extinction, the report of the Committee gives the balance in the Fund at the end of the four most recent years:

1962	$ 66,598,000
1961	$184,685,000
1960	$365,892,000
1959	$499,811,000

The Committee referred to the enforcement program of the Unemployment Insurance Commission, which has been carried on with an enlarged staff. It thought that this work, aimed at detecting and preventing fraud and misconduct, was "extremely important, both in the actual recovery of monies and in the deterrent effects, and also for the repute of the plan and for the effect on the morale of those administering it."

The report is printed in full below.

Report of the Unemployment Insurance Advisory Committee for Year Ended March 31, 1962

To His Excellency the Governor General in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89(1) of the Unemployment Insurance Act requires the Committee to report not later than July 31, each year, on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 24, 1962, and received and considered the following reports:

(a) from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1962;

(b) from the Assistant Superintendent and Senior Actuary, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund;

(c) from the Dominion Bureau of Statistics, a tabulation of 1961 benefit statistics.

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1962 was $66,598,000.

This compares with the balance in the Fund at the end of each of the three preceding fiscal years as follows:

1962	$66,598,000
1961	$184,685,000
1960	$365,892,000
1959	$499,811,000

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interest [see table, top of facing page]:

Since the end of the fiscal year the balance in the Fund has dropped even farther and at the end of May 1962 was $19,851,000 and at the end of June was $28,643,000. The Actuary has pointed out, in paragraphs 20 and 21 of his report, the virtual certainty of the complete exhaustion of the Fund during the winter of 1962-63 unless measures to restore the revenue are taken. His actual comments are as follows:

"20. Lacking any clear indication that the next winter will see a marked drop in unemployment levels, and assuming the continued operation of the present unemployment insurance scheme, the complete exhaustion of the Unemployment Insurance Fund which seemed probable for 1961-62 seems a certainty for 1962-63. The Fund managed to survive to the end of May 1962 with a net amount of $20 million and that, in the normal course of events, might be expected to rise to some $70 million during the summer and fall months of high employment. It might be mentioned that in regard to the fiscal year 1961-62, which saw a modest improvement over its immediate predecessors, the Fund decreased by $97 million from December 1 to the end of March and by $144 million from December 1 to the end of May 1962.

"21. In these circumstances it appears to be necessary to provide additional revenue of about $27 million to enable the fund to meet benefit payments to the end of March 1963 if experience next winter should prove to be much the same as in the winter of 1961-62. A further $47 million would be needed to carry through to the end of May 1963, after which it may be expected that revenue will exceed benefit payments for some months. If the experience next winter were to be closer to that of the 1960-61 winter, the additional funds necessary to meet benefit payments to March 1963 would be $77 million with a further $75 million being required for April and May 1963, again assuming that the amount of the Fund is $70 million as at December 1, 1962."

The Actuary bases the above forecast on the assumption of a $50 million rise in the Fund between June 1, 1962 and December 1, 1962, which is approximately the same as the rise of $53 million in the corresponding period in the previous year, and on the assumption that the experience in the winter of 1962-63 will be the same as that in the winter of 1961-62.

UNEMPLOYMENT INSURANCE FUND

	1962	1961	1960	1959
	(in thousands of dollars)			
Balance at Credit of Unemployment Insurance Fund	66,598	184,685	365,892	499,811
Increase or decrease in balance from previous year	−118,087	−181,207	−133,919	−244,389
Contributions from employers and employees	277,789	275,273	228,616	185,438
Contributions for Armed Service Personnel				49
Contributions from the Government of Canada	55,558	55,055	45,723	37,097
Amounts collected—				
In fines				.5
In penalties	90	63	52	47
Interest on investments	6,800	9,980	16,855	21,725
Profit or loss on sale of securities	L. 622	L. 7,269	L. 8,414	L. 10,155
Interest paid on loans	2,961	403	1,517	
Total net revenue	336,653	332,698	281,315	234,242
Ordinary benefit payments	352,328	406,728	320,970	362,156
Seasonal benefit payments	102,411	107,178	94,264	116,475
Excess of revenue over expenditure	−118,087	−181,207	−133,919	−244,389
FISHING COVERAGE				
Contributions from employers and employees	1,075	1,122	907	775
Contributions from Govt. of Canada	215	224	181	155
Benefit payments	11,650	11,785	11,024	10,235
OTHER STATISTICS				
No. of initial claims for Unemployment Insurance received	1,613,000	1,814,000	1,742,000	1,791,000
Average No. of benefit weeks paid	14.3	16.4	16.0	17.3
Average weekly rate	$24.02	$23.12	$21.43	$21.28

In its report a year ago the Committee stated that, in view of the recent appointment of a special Committee of Inquiry into the Unemployment Insurance Act it did not seem appropriate for the Advisory Committee to make recommendations at that time in relation to the correction of the deficiencies in the scheme. The Committee recommended, however, that the Government make provision to guarantee the solvency of the Fund until measures were taken to restore it to a sound basis.

As the report of the Committee of Inquiry has not yet been made and as, under its terms of reference, that committee is to review the operations of the Unemployment Insurance Act and to study and report on measures needed to deal with seasonal winter unemployment and to correct any abuses or deficiencies it may find in the insurance plan, the Advisory Committee is still of the opinion that it would not be appropriate at present for it to make recommendations in relation to these matters. Having regard, however, to the forecast in the Actuary's report, with particular reference to paragraphs 20 and 21 quoted above, the Committee again draws attention to the necessity for the Government to take the necessary action to guarantee the solvency of the Fund pending corrective measures being applied. The Committee recommends that whatever sums are required for this purpose be provided by way of grants in order that the Fund may not be burdened with these amounts.

It seems unlikely that any substantial changes of a corrective nature can be implemented promptly enough to greatly affect the Unemployment Insurance Fund in the coming winter. The Committee considers that this lends force to its recommendation that the Government guarantee the solvency of the Fund in the meantime.

At the request of the Committee the Unemployment Insurance Commission has furnished information in some detail regarding the enforcement program that the Commission carries out for the prevention and detection of fraud and delinquency on the part either of claimants or employers. The Committee has noted that the increase in the numbers of the enforcement staff and in the number of investigations provide for increasingly effective control. The Committee feels that this is extremely important, both in the actual recovery of monies and in the deterrent effects and also for the repute of the plan and for the effect on the morale of those administering it. The Committee wishes to commend the Commission for the increased effectiveness of its administration and for its energy and initiative in this regard.

The Committee noted that since its last meeting the Government had put into effect the plan which it announced in June 1961 for the replacement of the securities formerly in the Unemployment Insurance Fund by non-marketable bonds which may be redeemed by the Government as required on 30 days' notice. The Committee also noted that the rate of interest on these, originally 3¾%, was currently 4% and that this was fixed slightly under the average yield of three-year bonds as at May 31, 1962. In bonds issued in the six-month period following September 30, 1962, the rate of interest would be calculated in a similar manner, based on the average yield just prior to October 1, 1962.

The Committee wishes to express its appreciation for the information provided and other assistance accorded to the Committee by the Unemployment Insurance Commission, by the Assistant Superintendent of Insurance and the Senior Actuary of the Department of Insurance and by the Dominion Bureau of Statistics.

Respectfully submitted,

(*Sgd.*) A. H. Brown,
Chairman.

July 24, 1962.

Labour Relations Legislation in 1962

Manitoba, Ontario and Quebec amend labour relations laws, and Prince Edward Island enacts new Industrial Relations Act. B.C. Hydro and Power Authority Act gives collective bargaining rights to hydro employees, prohibits strikes

During the 1962 sessions of their Legislatures, three provinces—Manitoba, Ontario and Quebec—amended their labour relations laws, and one, Prince Edward Island, replaced its Trade Union Act by a new statute, the Industrial Relations Act. An Act passed in British Columbia to amalgamate the British Columbia Electric Company and the British Columbia Power Commission gave collective bargaining rights to hydro employees but prohibited strikes and lockouts.

Manitoba made some significant changes in its Labour Relations Act. The amendments, among other changes, made trade unions and employers' organizations legal entities capable of suing and being sued for a breach of the Act or of a collective agreement.

Ontario made a considerable number of amendments to its Labour Relations Act, some of which were designed to speed up procedures in the construction industry. It also passed emergency legislation to prevent a threatened hydro strike and enacted the Approved Impartial Referees and Arbitrators Act, 1961-62.

Quebec adopted amendments to the Labour Relations Act and to the Collective Agreement Act.

MANITOBA LABOUR RELATIONS ACT

Among other changes, amendments to the Manitoba Labour Relations Act made trade unions and employers' organizations legal entities capable of suing and being sued for a breach of the Act or a breach of a collective agreement, provided for the appointment of a mediator chosen by the parties as an alternative to a conciliation officer and conciliation board, and gave the Attorney-General authority to prosecute for violations of the Act.

Some of these changes were based on recommendations made by Mr. Justice Tritschler in his *Report of the Brandon Packers Strike Commission* (L.G., Feb., p. 123). Others resulted from the Department's experience in administering the Act.

Unfair Labour Practices

The section on unfair labour practices was amended to include among the prohibited practices interference by an employer in the selection of a trade union or in the representation of employees by a trade union that is the certified bargaining agent for the employees. The Minister of Labour said this amendment would give "more positive protection to employees during the critical period of organization and during those times when they are negotiating for an agreement."

An amendment introduced during passage made it clear that it was not an unfair labour practice for an employer to appear on an application for certification of a bargaining agent for any of his employees or to make, or appear on an application for revocation of a certification or for the termination of the bargaining rights of a bargaining agent for any of his employees.

Mergers and Successor Rights

The Manitoba Labour Board is now empowered to take a representation vote if it thinks that a bargaining unit is no longer appropriate. Previously, if there was a change of ownership, the Board was authorized to take a vote on the application of the new employer.

Also, the Board's power to merge bargaining units in case of an amalgamation or merger of businesses was clarified.

The section providing for the continuance of a collective agreement when a business changes hands was reworded to provide that a collective agreement is binding upon the person "who acquires or operates the undertaking or the business of the employer who has entered into the agreement or on whose behalf the agreement has been entered into."

Conciliation and Mediation Procedures

An amendment designed to speed up settlement of contract disputes provides for the appointment of a private mediator in place of a conciliation officer and a conciliation board upon the request of both parties.

The mediator has all the powers of a conciliation board, including the right to recommend settlement terms, and his report has the same effect as that of a conciliation

board. A strike and lockout are prohibited and the employer is forbidden to alter wage rates or working conditions until after receipt of the mediator's report. The Ontario Labour Relations Act also provides for private mediation as an alternative to the two-stage conciliation procedure.

Other Manitoba amendments prohibit any person who has had any pecuniary interest in an arbitration or conciliation matter or who has acted for either party in the arbitration or conciliation proceedings in the previous year from being appointed a member of a conciliation or arbitration board.

Strike Votes

Another significant Manitoba amendment provides for secret, government-supervised strike votes. The Minister said that this would remove some of the stigma attached to union-conducted votes and would create a more favourable image in the minds of employer groups and in the minds of the public as well.

(In his Report, Chief Justice Tritschler recommended that there should be a secret strike vote taken by and under the supervision of the Department of Labour. He also thought that there should be provision to take a secret, supervised vote during the time a strike is in progress if, in the opinion of the Minister of Labour, such a course might be beneficial.)

The Alberta legislation also requires a government-supervised strike vote, and in British Columbia a strike vote must be taken by secret ballot and may be supervised by an agent of the Minister if either party so requests.

Enforcement

Some of the most significant changes were in the enforcement provisions.

One such amendment provides that, for purposes of the Act, unions and employers' organizations are legal entities capable of suing and being sued. It also states that an employers' organization, trade union, employer, employee or person who does, authorizes, aids or abets the doing of anything prohibited under the Act or who fails to do anything required by the legislation or abets in the failure is liable for general or special damages, or both, to anyone who is injured or suffers damage by the act or failure.

Another new provision states that a party to a collective agreement or any employer, employers' organization or a trade union that is bound by a collective agreement is liable for general or special damages or both for a breach of a collective agreement and may be sued by any party to the agreement who is injured or suffers damage as a result of the breach.

(These amendments do not go as far as those proposed by the Tritschler Commission. It recommended that all employers' organizations and trade unions should be made legal entities, at least for the purpose of prosecuting or being prosecuted for breach of any law, and for the purpose of suing and being sued for any cause of action, adding "It would be best that they should have corporate status for all purposes." The Report recommended also that the Act be amended to provide that a breach of a collective bargaining agreement by one party should be actionable at the suit of the other party without proof of special damage.)

The Bill as introduced would have brought the legal entity section into force on date of Royal Assent. An amendment adopted during passage, however, provided that this section would be brought into force by proclamation. The Premier said that the Government had decided to submit a stated case to the Manitoba Court of Appeal for a ruling on the legal entity section before putting the amendment into force. The case would be designed to determine whether unions would be responsible for unauthorized acts of individual members. The case was referred to the Court of Appeal on July 9; hearings have been held, but no decision has been handed down so far.

Another Manitoba amendment enables the Government to take a more active role in the enforcement of the Act. The Attorney-General may now institute a prosecution on his own initiative or on the recommendation of the Minister or the Board.

During the discussion of the Bill, the Minister stated that the Manitoba Federation of Labour and other labour groups, as well as some employers' organizations, had asked for this change. The Tritschler Report also recommended public prosecutions, stating:

> The law enacted by the Legislature for the public good should be enforced against employers, unions and others by public prosecutors.
>
> The law will be regarded with greater respect if it is enforced by the state rather than by the private person who considers himself aggrieved. An offence will be regarded as an offence against the state rather than as a private squabble.

ONTARIO LABOUR RELATIONS ACT

A number of amendments to the Ontario Labour Relations Act were designed to meet the special problems of the construction industry by providing for the establishment of a construction industry panel of the Ontario Labour Relations Board, area certification and shorter delays than those fixed for industry generally. Amendments of general application dealt with the question of successor rights and strengthened the unfair practice and enforcement provisions.

During the debate on the Bill, the Minister of Labour said the amendments were drawn from a number of sources. Some were based on representations made during the past year or so by "groups interested in or affected by the legislation on both management and union sides." Others were based on the Department's experience in the administration of the legislation, and still others were derived, to a considerable extent, from the Report of the Royal Commission on Labour-Management Relations in the Construction Industry (the Goldenberg Report) (L.G., July, p. 775).

Amendments Applicable to the Construction Industry

Implementing one of the recommendations of the Goldenberg Report, the amending Act authorized the establishment of a construction industry division of the Ontario Labour Relations Board, and such a division was established in June.

Another amendment, also based on the Goldenberg Report, gave the Board power to make special rules to expedite procedures in the construction industry, subject to the approval of the Lieutenant Governor in Council. Under such rules, the Board is required to examine records and make such other inquiries as seem necessary but is not obliged to hold a hearing in certification cases. The first rules were issued in August.

The amending Act adopted another suggestion of the Royal Commission and added new provisions (Sections 90-96) applicable only to the construction industry. For purposes of these special provisions, the construction industry is broadly defined as "the businesses that are engaged in constructing, altering, decorating, repairing or demolishing buildings, structures, roads, sewers, water or gas mains, pipe lines, tunnels, bridges, canals or other works at the site thereof."

Certification and Decertification

One of the new special provisions for the construction industry provides for area certification rather than project certification. The Board is now required to determine the appropriateness of a unit for collective bargaining by reference to a geographic area and must not confine the unit to a particular project.

The Goldenberg Commission said that the "build-up principle" that the Board had developed to determine the appropriate time for testing union membership in the manufacturing industries was not appropriate to the construction industry. In construction cases, the Report stated, the Board should not wait until a representative group of employees was at work but should issue an area certificate if a union established that it had the requisite number of members among the employees at the time the application was made. To provide for a situation where, as a result of a "build-up" following certification, the union no longer represented the majority of employees in the unit, the Board should be given discretionary power to entertain an application by construction industry employees for termination of bargaining rights at an earlier stage than that provided for in the general section of the Act.

Both of these recommendations have been taken into account in the amended Act. A new provision applicable only to the construction industry states that, when determining whether a trade union has met the percentage requirements for a representation vote, the Board need not have regard to any increase in the number of employees in the bargaining unit after the application was made.

Another provides that, if a trade union does not make a collective agreement with the employer within six months after certification, any of the employees in the unit may apply for a declaration of decertification. In other industries, a certification is protected for one year.

Another new provision applicable only to the construction industry provides that, in the case of an uncertified union that has negotiated a first agreement, an application for a declaration of termination of bargaining rights may now be filed after the 305th day and before the 365th day of its operation.

All applications for decertification will be processed in the same way as applications from other industries and if a certificate is cancelled a collective agreement is no longer binding on the employer.

Notices to Bargain

Some of the negotiation delays were reduced. The amended Act provides that, in the construction industry, negotiations must commence within five days after notice of a desire to bargain or within such further period as the parties agree upon. The notice period in other industries remains 15 days unless the parties agree to an extension.

Submissions to the Goldenberg Commission had pointed out that, because of the transient nature of employment, the small units and other conditions peculiar to the industry, the requirement of a bargaining committee often frustrated collective bargaining in the construction industry, a conclusion in which the Commissioner concurred. The amended Act has taken this objection into account. In the construction industry, if a notice to bargain has been given, negotiations are now to proceed even through there were no employees in the bargaining unit at the time the notice was given or during the period of bargaining and no employees in the bargaining unit served on the bargaining committee.

Another amendment states that an agreement between an employer and a certified bargaining agent is effective even if there were no employees in the bargaining unit at the time the agreement was entered into.

A notice of a desire to bargain for a revision or renewal of an existing agreement in the construction industry may now be given 90 days before termination of the agreement instead of two months before expiry date, the notice period in other industries.

Conciliation

The new conciliation provisions for the construction industry provide that the Board must grant a request for conciliation services if 10 or more days have elapsed from the giving of notice or if both parties ask for the services. The Board may also make conciliation services available if it is satisfied that no progress in bargaining is being made. Before granting conciliation services, however, it may postpone the granting of the request from time to time to a specified date and direct the parties to continue to bargain in the meantime.

The 14-day period within which the conciliation officer must report may now be extended only by agreement of the parties. In other industries, the time limit, as before, may be extended by agreement or by the Minister.

If the conciliation officer is unable to settle a dispute in the construction industry, a conciliation board will not be appointed unless requested by both parties. This amendment was suggested by Mr. Goldenberg who said that, if this change were made, serious bargaining would begin at an earlier stage.

If a conciliation board is appointed, it must report its findings and recommendations within 14 days after its first sitting, instead of 30 days, the time limit for other industries. This period may be extended for 90 days by agreement of the parties but may not be extended further without the consent of the Minister.

Amendments of General Application

Successor Rights

One of the most significant amendments of general application concerns successor rights. To come into force on proclamation, it provides that, if a business is sold, leased, transferred or otherwise disposed of, any person or trade union concerned may apply to the Board for a declaration that the new employer is bound by the existing collective agreement.

It further provides that, on application, the Board may declare that a union that is a party to the agreement or that has been certified is the bargaining agent for the employees in the appropriate bargaining unit of the new employer and is entitled to give notice of a desire to bargain as the Board may direct.

If the Board thinks that the new employer changes the character of the business "so that it is substantially different from the business of the predecessor employer," it may declare that the union is not the bargaining agent of his employees.

Referring to this amendment, the Minister said that both the Legislature's Select Committee on Labour Relations, which reported four years ago (L.G. 1959, p. 366), and the Goldenberg Commission had recommended that union bargaining rights and collective agreements should continue in force despite the sale, lease or tranfer of a business. He added: "This bill implements the spirit of previous recommendations on successor rights and, to protect the interests of employers, gives the board a measure of discretion under certain circumstances."

Employees' Rights

The section prohibiting an employer from interfering with employees' rights was amended to make it clear that it is an unfair practice for an employer or employers' organization to seek by threat of dismissal, or by any other kind of threat,

or by the imposition of a penalty, or by any other means to compel an employee "to become or refrain from becoming or to continue to be or to cease to be a member or officer or representative of a trade union or to cease to exercise any other rights under this Act." The meaning of the former wording had been challenged in the Royal York case (*Regina ex. rel. Onofrio Zambri v. the Canadian Pacific Railway Company*) (L.G., March, p. 347).

Chief Justice McRuer, who gave the decision in this case, commented that, while the language of the section as it was then worded left much to be desired, the meaning was clear, stating: "I think the Legislature meant to forbid an employer to seek by threats of dismissal to compel an employee to cease to exercise any rights under the Act." The amendment thus brings the clause into line with this recent judicial interpretation.

A new section seeks to protect individuals against loss of employment, discrimination or intimidation because of their participation in any proceeding under the Act, whether by testifying, making a disclosure, submitting an application or filing a complaint. It expressly prohibits employers, employers' organizations, trade unions, councils of trade unions or their agents from intimidating or discriminating against such employees.

Subsequent Application for Certification

Another new general provision was intended to help the Board deal fairly with all parties in cases where conflicting applications are made with respect to the bargaining rights of substantially the same group of employees. It provides that, if a second application for certification or for a declaration of termination of bargaining rights is received before the Board has reached a decision on a prior application, the Board may (1) treat the later application as made on the same date as the original; (2) postpone consideration of the second application until a final decision has been made on the original application, or (3) refuse to entertain the subsequent application.

Regranting of Conciliation Services

A new conciliation provision of general application empowers the Board to regrant conciliation services if the parties have failed to conclude an agreement within 15 months from the granting of the first request. Upon the joint request of the parties, the Board may now make conciliation services again available, in which case the prohibitions against strikes, lockouts and altering working conditions will apply once more. The amended Act stipulates, however, that the granting of such a request will not constitute a bar to an application for certification or a declaration of termination of bargaining rights.

Complaints

The complaint proceedings were clarified and strengthened.

One amendment makes it clear that the Board may authorize a field officer to investigate a complaint that a person has been dealt with contrary to the Act "as to his employment, opportunity for employment or conditions of employment." The procedure is the same—an inquiry by a field officer and later, if necessary, by the Board itself.

One difference is that, if the Board finds a complaint justified it may now order the hiring of the person concerned, as well as reinstatement in employment in discharge cases, or, alternatively, it may now order the offending party to pay compensation in lieu of hiring or reinstatement for loss of earnings and other employment benefits. As before, if such an order is not complied with within 14 days, it may be filed with the Registrar of the Supreme Court and becomes enforceable as a court order.

Where a complaint has been settled (by the field officer or otherwise), the terms of the settlement, if in writing and signed, are now binding upon the parties. A complaint that one of the parties has not complied with the terms of the settlement will now be deemed to be a complaint that a person has been dealt with contrary to the Act.

Jurisdictional Disputes Commission

The section empowering the Lieutenant Governor in Council to appoint jurisdictional disputes commissions was clarified by the addition of a new clause giving him express authority to determine "the industry or industries, or business or businesses in which each of such commissions shall exercise the powers conferred."

Powers of Labour Relations Board

The provision setting out the Board's jurisdiction was restated in more general terms. Instead of spelling out the Board's powers, the Act now provides that the Board has exclusive jurisdiction "to determine all questions of fact or law that arise in any matter before it."

Another new provision, which was intended to expedite proceedings, gave the Board authority to delegate its powers of inquiry to the chairman, the vice-chairman or a deputy vice-chairman, whose findings and conclusions on facts are final and conclusive for all purposes.

To facilitate service of documents, all trade unions and unincorporated employers' associations in Ontario that have members in the province are now required to file with the Board, before December 31, 1962, or within 15 days after enrolling their first member, whichever is later, the name and address of a representative authorized to accept service of process and notices under the Act for the union or organization.

Effective Dates

The special provisions for the construction industry and the sections dealing with the granting of conciliation services a second time and the investigation of complaints were brought into force on August 2. All other provisions took effect from April 18, the date of Royal Assent, except that dealing with successor rights, which has not yet been proclaimed in force.

OTHER ONTARIO ENACTMENTS

Ontario Hydro-Employees' Union Dispute Act

The Ontario Hydro-Employees' Union Dispute Act, 1961-62, was an emergency statute passed to prevent a threatened hydro strike.

When introducing the Bill, the Premier said the government was reluctant to interfere in the contract dispute between the Ontario Hydro-Electric Power Commission and the Ontario Hydro-Employees' Union, but could not permit a strike in such a vital public utility. He stated:

> Such a strike is almost unthinkable in the gravity of its possible consequences for the people of Ontario. The government has had to weigh these consequences against an extreme reluctance to step outside the normal provisions of the Labour Relations Act in bringing about a settlement of this matter. It is clear that a strike would cause tremendous hardship, chaos and confusion in the economic, domestic and industrial life of this province. For this reason and this reason alone, the government has concluded that it must recommend to the House the course of action which I shall now outline to you.

The Act provided for compulsory arbitration of the contract dispute between the Commission and the Union and expressly prohibited a strike or lockout. The Commission was forbidden to alter working conditions, except with the consent of the Union, while the Act was in force.

An arbitrator was empowered to inquire into and decide the matters in dispute. The Act further provided that the arbitrator's decision was to be binding on the parties and was to be incorporated in a collective agreement. If either the Commission or the Union failed to comply with any provision, the aggrieved party could file a copy of the decision with the Supreme Court, making it enforceable as a judgment of that Court.

Penalties were also provided for engaging in or encouraging a strike or lockout while the Act was in force.

Mr. H. Carl Goldenberg was appointed arbitrator and handed down his award the last week in July. As provided in the Act, the terms were incorporated in an agreement (L.G., Aug., p. 929), at which time the legislation, in accordance with its provisions, was repealed.

Approved Impartial Referees and Arbitrators Act

The Approved Impartial Referees and Arbitrators Act, which will go into force on a day after April 1, 1963 to be fixed by proclamation, was designed to create a pool of impartial referees and arbitrators to hear industrial disputes.

(The Report to the Attorney General for Ontario by the Assistant Deputy Attorney General of certain studies of the jurisdiction of county and district courts and related matters (the Silk Report) had criticized the extensive use of Ontario County and District Court judges for labour arbitration and conciliation work and recommended that a body of impartial arbitrators be established. The Report stated: "I suggest to you as a practical solution to this important matter, for the disposition of labour disputes must be regarded as a matter of major magnitude in to-day's society, the establishment of a body of impartial arbitrators. To ensure the stature and respect demanded of such a group I suggest statutory recognition with authority to control membership.")

The Act provides for the establishment of a Board of Supervisors of Approved Impartial Referees and Arbitrators composed of the Chief Justice of the High Court and two persons appointed by the Lieutenant-Governor in Council to review applications and determine whether any person would be competent to act as a referee or arbitrator.

The Board was empowered to restrict its approval to any specified subject matter and was also given the right to suspend or cancel approval, subject to an appeal to the Court of Appeal.

A person approved by the Board will be permitted to describe himself as an "Approved Impartial Referee and Arbitrator" and to use the designation "A.I.R.A." Any unauthorized person who uses the designation will be guilty of an offence and liable to a maximum fine of $100.

QUEBEC AMENDMENTS

Quebec Labour Relations Act

The amendments to the Quebec Labour Relations Act were designed to permit more speedy hearing of complaints of dismissal for union activities. With the written consent of the parties concerned, such complaints may now be heard by the chairman or a vice-chairman of the Labour Relations Board, provided he is a district judge.

Other amendments provided for the appointment of a third vice-chairman and gave the Lieutenant Governor in Council discretionary power to appoint supernumerary members, thus permitting the Board to sit in four panels if necessary.

Quebec Collective Agreement Act

Several amendments were made to the Quebec Collective Agreement Act, the legislation that permits certain terms of collective agreements to be extended by government decree to all persons in the industry throughout the province or in a defined area.

The Minister of Labour said that, prior to introduction, the Bill had been studied by the Superior Labour Council, which had unanimously approved the principle of the Bill.

The section setting out the provisions that may be extended by government decree was reworded to substitute "social security benefits" for "family allowances."

If a decree provides for social security benefits, the parity committee (the representative committee that administers the decree), is now authorized to collect the contributions, verify the conditions under which benefits are payable and also pay the benefits.

Penalties for certain offences were increased and the full amount of the fines, instead of half as formerly, was made payable to the parity committee.

PRINCE EDWARD ISLAND INDUSTRIAL RELATIONS ACT

The Prince Edward Island Industrial Relations Act, which replaced the Trade Union Act first enacted in 1945, provides a two-stage conciliation procedure similar to that in effect in most other jurisdictions in Canada and requires every collective agreement to include grievance machinery for the settlement of disputes. The new Act also permits preferential hiring agreements, subject to certain restrictions, and prohibits unions from using for political purposes funds obtained through a check-off.

During the debate on the Bill, the Minister of Labour stated that increased activity in the labour-management field had indicated the need for a review and revision of the legislation. Before the Bill was introduced, the Department of Labour made a survey of all existing labour legislation in Canada and certain American legislation. A draft bill was then prepared and submitted to the Boards of Trade of Summerside and Charlottetown, the Maritime Branch of the Canadian Manufacturers' Association and the Charlottetown and District Labour Council for study and recommendations. In the few cases where opinions differed, the Department selected the wording that it believed in each case would be the fairest to all concerned.

The Minister further stated:

> The proposed Act is based on that of Nova Scotia but adapted to fit our own peculiar problems by incorporating features of the Acts of New Brunswick, Ontario and British Columbia, and others, including the American Taft-Hartley law. The result is an Act which has been especially prepared to meet Island conditions and designed, so far as possible, to prevent abuses on the part of either party which have from time to time prevailed elsewhere.
>
> It is a completely modern and workable Act, which has the general endorsement and approval of both the Board of Trade and the Labour Council.

Coverage

The new Act has a slightly broader coverage than the former legislation, applying to all persons, firms, or corporations employing three or more employees except those carrying on business of a seasonal nature that does not require general employment for more than six continuous months in any calendar year. The previous Act covered employers with more than six employees.

Her Majesty and Crown Agents are excluded from the new Act but the Lieutenant Governor in Council may extend coverage to any Crown agency or to any designated group of Crown employees by regulation. Municipalities are also excluded but there is provision for a municipal council to bring its employees within the scope of the Act by resolution.

All employees in establishments with three or more workers are subject to the new Act except those classes of employees usually excluded from labour relations legislation. These are: domestic servants, agricultural workers, doctors, dentists, architects, engineers, lawyers, registered nurses, teachers, managers or superintendents or other

employees exercising managerial functions, persons employed in a confidential capacity in matters relating to labour relations, part-time employees who work less than 24 hours a week and students employed during summer vacations.

Rights of Employees and Employers

As formerly, employees are assured of their right to organize. The Act provides that "Every employee has the right to be a member of a trade union and to participate in the lawful activities thereof." Employers are given a similar right to join employers' associations.

Employees' rights are further protected by a provision stating that "No person shall cease to be an employee within the meaning of this Act by reason only of his ceasing to work as the result of a lockout or a strike which is not contrary to this Act or by reason only of dismissal contrary to this Act."

Unfair Labour Practices

Certain activities of employers and unions are proscribed. Employers, employers' organizations or their agents are forbidden to participate in or interfere with the formation or administration of a union or to contribute financial or other support to it. Consultation between employers and union representatives and the transaction of union business during working hours, without loss of pay, are permitted, however.

Employers are forbidden to discriminate against workers in regard to hiring, tenure of employment or any term or condition of employment because of their union membership nor may they impose any condition in a contract of employment seeking to restrain an employee from exercising his rights under the Act.

No employer or person acting on his behalf may attempt, by intimidation, by threat of dismissal, or by any other kind of threat or by the imposition of a pecuniary or other penalty, or by any other means, to compel employees to refrain from joining a union or to renounce their membership. These prohibitions, however, are not to be interpreted as limitations on the employer's right to suspend, transfer, lay-off, change the status of or discharge an employee for "proper and sufficient cause."

Four types of activity, if engaged in by unions, are defined as unfair labour practices.

First, a union may not interfere with the formation or administration of an employers' association, or by intimidation or by any other kind of threat or action, seek to compel an employer to refrain from becoming or cease to be a member or officer or representative of an employers' association.

Second, a union may not solicit membership on company property, except with the consent of the employer.

Third, the Act prohibits a trade union, agent of a trade union or an employee from supporting, encouraging or engaging in any activity that is intended to restrict or limit production or services. Fourth, no trade union, union member, or union official may, by intimidation or discrimination or threats of such action, try to induce employees to join or to maintain their membership in a particular union.

Union Security

The new Act differs from the former Act, which prohibited closed shop agreemens, in that it permits preferential hiring agreements, subject to certain conditions. The Act expressly states that there is nothing to prevent the signing of a collective agreement that grants employment preference to members of a specified trade union or requires the payment of dues or contributions to that union.

Under such an agreement, however, an employee may not be discharged or discriminated against for non-membership, if the employer has reasonable grounds for believing that membership was not available to the employee on the same terms and conditions as other members or that membership was denied or terminated for reasons other than failure to pay dues or initiation fees uniformly required as a condition of membership. This clause was borrowed from the United States Taft-Hartley Act.

(Somewhat similar conditions are imposed in Newfoundland. The Newfoundland Labour Relations Act permits a union and an employer to make an agreement requiring union membership as a condition of employment, but the employer may employ a person who is otherwise qualified for employment if that person's application for membership in the union has been refused.)

The Prince Edward Island Act also makes it illegal to include in a collective agreement a provision requiring an employer to discharge an employee because he is a member of, or is engaging in activities on behalf of an organization other than the contracting union.

Check-off

The check-off of union dues is again permitted, subject to certain restrictions. The Act states that there is nothing to prevent inclusion of a check-off provision in a collective agreement.

If a check-off provision is not included in a collective agreement, the deduction of union dues from regular wage payments may be made only under the following conditions: (1) a majority of the employees in a unit have voted for the deductions in a government-supervised vote taken on the application of duly authorized trade union officers; (2) the individual employee must make a written assignment indicating the person to whom deductions are to be paid; (3) assignments may not be revoked for six months.

A new feature is that, whether a check-off has been authorized by a collective agreement or by a vote, deductions for political purposes are now prohibited. The Act expressly states that an employer is not required to deduct any amount that an employee or trade union has assigned to the support of, or to be paid to any political party. Every written authorization filed by an employee must certify that no part of the amount to be deducted is to be used to support any political party. Since 1961 the British Columbia Labour Relations Act also has prohibited the use of union dues or fees for political purposes.

Certification and Decertification

The new Industrial Relations Act provides that any trade union claiming to have as members in good standing a majority of employees in a unit that is appropriate for collective bargaining may apply for certification. Trade union is now defined as any organization of employees formed for the purpose of regulating relations between employees and employers that has a written constitution, rules or by-laws setting forth its objects and purposes and defining the conditions of membership.

The Act lays down the same criteria as the Nova Scotia Trade Union Act for determining the appropriateness of a unit, stipulating that the Labour Relations Board must "have regard to the community of interest among the employees in a proposed unit in such matters as work location, hours of work, working conditions and methods of remuneration."

It is now mandatory for the Board to take a representation vote in all cases. Only employees who have been employed for a period of 60 consecutive working days immediately preceding the vote are eligible to vote. If at least 60 per cent of the voters select the applicant union as their bargaining agent, the Minister, on receiving the report of the Board, may certify the union.

A trade union of which the administration, management or policy is, in the Board's opinion, contrary to the public interest, or which is dominated or influenced by the employer so that its fitness to represent employees is impaired, may not be certified. The Act further provides that no agreement entered into between such a trade union and such an employer will be deemed to be a valid collective agreement.

Once an application for certification has been filed, an employer is forbidden to alter wage rates or other terms of employment, except with the consent of a majority of employees in the unit, and employees are forbidden to strike until the Board's decision has been announced. These prohibitions apply also in the period between certification and the giving of a notice to bargain.

As before, a certificate is protected for a minimum period of 10 months. After this time has expired, the Board may, if it thinks the union no longer represents a majority of employees in the unit, revoke the certification upon receipt of an application for revocation or an application from a rival union. Under these circumstances, the employer is released from his statutory obligation to bargain with the decertified union even though a notice to bargain had previously been given. There is nothing, however, to prevent a decertified union from again applying for certification.

Notice to Negotiate

The Act fixes new notice periods for the commencement of negotiations. A newly certified union may give notice at any time and bargaining must now begin within 20 days (previously 15) after delivery of notice, unless the parties agree to an extension.

In the last two months of a collective agreement, either party may require the other to begin bargaining for a new agreement. Negotiations must begin 15 days after notice, unless the period is extended by mutual agreement. Unilateral changes in wages and working conditions are forbidden until an agreement has been concluded or conciliation procedures have been completed.

Grievance Procedure

Unlike the earlier Prince Edward Island legislation, the new Act provides that every agreement must include a grievance procedure providing for final settlement, without stoppage of work, of differences concerning its meaning or violation. If the agreement does not contain such a provision, the Board must prescribe one, upon the application of either party.

Conciliation

The former legislation provided for the intervention of a conciliation officer in a dispute but contained no provision for a conciliation board. Strikes, lockouts and the taking of a strike vote were forbidden until all differences between the parties had been submitted to arbitration under the Arbitration Act.

Conciliation procedures have now been brought into line with those in effect in most jurisdictions in Canada. If a deadlock in negotiations occurs, either party may request the appointment of, or the Minister on his own initiative may appoint, a conciliation officer. The conciliation officer must report to the Minister within 14 days, unless the Minister extends the time limit, on the areas of agreement and disagreement and the advisability of appointing a conciliation board.

If the Minister thinks further conciliation is advisable, he may appoint a conciliation board.

As in other jurisdictions, the conciliation board is given wide powers and discretion in procedure. It has the powers of a court of record in civil cases, including the power to compel the attendance of witnesses, to administer oaths, receive sworn evidence, enter and inspect workplaces, and interrogate interested persons.

The conciliation board must report to the Minister within 14 days of appointment. The Minister must forward a copy to the parties and may publish the report at his discretion. The parties may agree in writing to accept the report of the conciliation board as final and binding on them.

Strikes and Lockouts

As has been indicated, strikes and lockouts during the term of an agreement are forbidden.

The Act further provides that a trade union that is not entitled to bargain collectively on behalf of a unit of employees must not declare or authorize a strike of employees in that unit. It also stipulates that no employer who is bound by a collective agreement (whatever the effective date) may declare a lockout with respect to the employees covered by the agreement.

If conciliation has been requested, a strike vote, strike and lockout are prohibited until conciliation procedures have been completed.

A strike is forbidden until a government-supervised vote by secret ballot of the employees in the unit has been taken and a majority of the employees who are eligible to vote have voted in favour of the strike. Only employees who have worked for the employer for three calendar months immediately preceding the vote are eligible to vote. Strike action may not commence until seven days after the Minister has mailed a certificate giving the results of the vote to the parties affected.

Disputes in Public Utilities

Special provisions are again laid down for the settlement of disputes in public utilities (electric power and telephone companies). Initially, procedures are the same as in other industries. The results of a strike vote, however, must be mailed to the Public Utilities Commission, which is required to hold a public hearing within 15 days.

After the hearing, the Commission may confirm, modify, reverse or extend the recommendations made by the conciliation board. It may also determine what expenses occasioned by the award are chargeable to operating account.

A strike or lockout is forbidden until 15 clear days have elapsed after the Commission's decision.

Police, Firemen and Hospital Workers

As before, police and firemen are forbidden to strike or engage in a work stoppage and this prohibition now applies also to persons engaged in essential hospital work (the term is not defined).

The Act does not state that the report of a conciliation board is to be binding on the parties or that the dispute is to be submitted to arbitration.

Filing of Returns and Documents

Every union is again required to file with the Minister of Labour a certified copy of its governing documents and an annual, verified statement of receipts and expenditures and such other particulars as may be prescribed.

Every union member is entitled to a free copy of these statements upon application to the secretary or treasurer of the union. As formerly, any union officer who contravenes this section is liable to a penalty of up to $100.

Each of the parties to a collective agreement must file a copy with the Minister. The Board is also given discretionary power to require any trade union or employers' organization that is a party to an application for certification or to an existing collective agreement to file a statutory declaration, signed by the president or secretary, giving the names and addresses of the officers and a copy of its governing documents.

Labour Relations Board

Unlike the former legislation, which stipulated that, if the Labour Relations Board consisted of three members, one was to be a representative of labour and one of employees, the new Act does not specify that the Board is to be a representative one.

Except that either party may now appeal a decision or order to the Supreme Court, the jurisdiction of the Board is unchanged. It has the powers of a Commissioner under the Public Inquiries Act and, subject to the approval of the Lieutenant Governor in Council, is empowered to make rules governing its procedure, including regulations prescribing the evidence required as proof of membership in good standing of a trade union.

The decisions of the Board are final and conclusive (subject to its own reconsideration) on questions arising during proceedings. As in Nova Scotia, the Board is again authorized to state a case in writing for the opinion of the Supreme Court *in banco* upon a question of law.

Enforcement

The legislation again provides that a union may sue and be sued by its name as filed with the Minister and, if not so filed, by the name by which it is commonly known.

Any act done or commenced prior to any finding or decision of the Board may be restrained by injunction in the Supreme Court at the suit of the aggrieved party.

Any person, firm, corporation, trade union or person acting on behalf of a trade union who violates or attempts to violate a provision of the Act or regulations or any lawful order of the Board is guilty of an offence and, as before, is liable to a fine of $200 if an individual and of $500 if a corporation or trade union.

The Act again provides that any person who contravenes any provision of the Act or regulations or fails to comply with any judgment, order, finding or decision is guilty of an offence, whether otherwise declared so or not.

An employer who declares a lockout contrary to the Act is now liable to a maximum penalty of $150 for each day the lockout exists. Every person acting on behalf of an employer who causes a lockout contrary to the Act is liable to a penalty of up to $100 for each day the lockout continues.

The penalties for an illegal strike are the same as for an illegal lockout. A trade union convicted of declaring or authorizing an illegal strike is liable to a fine of up to $150 per day and a union officer or representative a fine of up to $100 per day.

In default of payment of a fine or penalty, the magistrate must order the offender imprisoned for a period of up to three months.

Industrial Inquiries

On his own initiative or upon application, the Minister may make inquiries into industrial matters and may do such things as seem necessary to secure industrial peace and to promote conditions favourable to settlement of disputes.

BRITISH COLUMBIA HYDRO AND POWER AUTHORITY ACT

In British Columbia, the new Hydro and Power Authority Act, which provided for the amalgamation of the British Columbia Electric Company and the British Columbia Power Commission, made the Labour Relations Act applicable to the new Hydro and Power Authority but prohibited strikes and lockouts.

A trade union that, on July 31, 1961, was certified for a unit of employees of the British Columbia Electric Company will retain its certification.

In case of a dispute between the Authority and any of its employees or a trade union, the report of the conciliation board will be binding upon the parties. Strikes and lockouts are forbidden.

According to press reports, the Minister of Labour said that the ban on strikes and lockouts was necessary to protect the public interest. "The employees of this utility are essential to the proper functioning of the Crown agency in supplying an uninterrupted electric service to communities—a service which is so necessary to the public health, safety and welfare," he stated.

Several other provinces have enacted special provisions to deal with collective bargaining and dispute settlement in public utilities. As noted above, the new Prince Edward Island Industrial Relations Act contains special provisions for the settlement of disputes in electric power and telephone companies.

In Quebec, disputes in certain public utilities (including electric power companies) must be referred to arbitration either under the terms of their collective agreements or as provided in the Trade Disputes Act (an *ad hoc* board).

The Manitoba Labour Relations Act contains special mediation procedures for the Manitoba Power Commission and certain other Crown companies. Under these procedures, if a conciliation officer is unable to effect a settlement, the matter may be

referred to a three-member mediation board. Either party may appeal the award to the Lieutenant-Governor in Council, who may confirm or vary the award and declare that uninterrupted operation of the corporation is essential to the health and well-being of the people of the province. If such a declaration is made, strikes and lockouts are forbidden.

In Alberta, if the Lieutenant-Governor in Council has declared that a state of emergency exists as a result of a dispute in certain public utility services, including power distribution, a strike or lockout is prohibited and the Minister of Labour is authorized to prescribe special procedures to settle the dispute.

Productivity Council Releases Report of Tripartite Mission to Europe

Report recommends calling together of representatives of government, labour and management to study European model of economic co-operation between the three groups, identifies "serious gaps" in tripartite consultation in Canada

A conference of responsible representatives of government, management and labour to study the European model of economic co-operation between the three groups was recommended in the report of the tripartite study mission sent to Europe this summer by the National Productivity Council (L.G., Aug., p. 909). The report was released last month by H. George DeYoung, Council Chairman.

The members of the mission believe their report "identifies certain serious gaps in government-labour-management consultation and co-operation on economic and social problems in Canada."

The delegates to the proposed conference, the mission recommended, should study the application of the European experience to Canada, in view of the "urgent need" to foster high levels of employment and to assist in achieving a greater rate of economic growth in this country.

"In most of the countries visited," the mission reported, "there is systematic and frequent tripartite consultation between the three major interests in the economy: labour, management, and government." The mission had been impressed with "the notable spirit and desire of labour, management and government to achieve [a country's] social and economic objectives without submerging their own real interests."

The 13-man mission was made up of senior representatives from labour, management, education and government. It spent two weeks, from July 20 to August 4, visiting Sweden, The Netherlands, West Germany, France, Belgium and the United Kingdom. Leader of the mission was James A. Roberts, Deputy Minister of Trade and Commerce. George V. Haythorne, Deputy Minister of Labour, was a member.

The Mission's Report

The report began by stating that public opinion in Canada expects the Government to take, systematically, such actions as will support the economy. But public opinion is divided on the scope of such government activity; the least it requires is that timely measures be taken to support effectively natural tendencies to growth, and to check recessions.

Public opinion in Europe "demands a genuine broad policy of economic and social development." The implementation of this policy has led to the taking of certain steps in all but one of the countries visited by the mission. The steps:

—An effort to forecast the future trends of production, prices, employment, investment, and balance of trade.

—A formal appraisal of the acceptability of this forecast by labour, management and government, working jointly in a co-operative spirit, frequently as members of a single council.

—Out of the comparison of the forecast with broad objectives jointly agreed upon by labour, management and government comes deliberate voluntary action to shape economic and social growth toward these objectives.

The plan of action depends for its success on the voluntary support of labour and management and on their enthusiastic participation in the planning process.

Two months after the National Productivity Council sent a tripartite study mission to Europe, it invited a trio from Sweden to describe to Canadian management, labour and government representatives the system their country uses to achieve labour peace and to ensure the competitiveness of its industry.

The three men were Arne Geijer, President of the Confederation of Swedish Trade Unions; Bertil Kugelberg, President of the Swedish Employers' Federation; and Ernst Michanek, Undersecretary of the Swedish Ministry of Social Affairs, Labour and Housing.

They came to Ottawa on October 9 after a similar visit to Washington.

Economic activity is at a high level, and there is full employment, in all of the countries visited.

"There is little doubt that labour-management-government co-operation has contributed greatly to this general prosperity. It would be misleading, however, to attribute the prosperity of Europe solely to this co-operation. Many factors, some of which have little relationship to labour-management-government co-operation, have played a major role in bringing about this prosperous state of affairs", the report said.

Consultation

The mission said it was impressed with the spirit of the relationship existing between labour, management and government; the way in which they work together in the national interest; and the mechanism of consultation and co-operation that has been established and used to achieve economic successes.

"The spirit of co-operation has spread to the industry and plant levels in most countries, and the machinery for consultation and co-operation is working in industries and plants through joint councils and committees at that level as well."

Planning

All the countries visited accept the necessity of some form of planning.

"Most countries carry out indicative programming as one of the key measures to assist in achieving economic growth. This usually consists of a careful examination of the economy and of the larger industrial sectors that make up the economy to determine:

—The existing growth rate.

—The general economic implications of a faster growth rate for several years in the future on such matters as exports, balance of payments, savings, investment and manpower.

—The impact of a faster rate of growth on the larger industrial sectors.

—The obstacles to growth and the policies required to remove or reduce these obstacles and bring about a climate favourable to growth."

Representatives of employers, organized labour and government play an important role in indicative planning, and often participate prominently in the task of preparing the programs.

It is noted that in practically all European countries rationalization of productive resources is encouraged as a means of improving the competitive position. Companies may merge or form agreements with each other, subject to safeguards against restricting trade or fixing prices.

In most countries there is full acceptance of the principle of union recognition and central labour bodies are accepted as the official spokesmen of labour. A very high proportion of the labour force has membership in strong and independent unions. Employers generally welcome these strong, independent unions and recognize their important role in the social and economic life of the country.

Similarly, employer organizations have been highly developed and play an important role in negotiations with organized labour, and in various activities concerning industrial well-being and economic expansion and co-ordination. They are recognized by governments as important instruments for indicative programming and for implementing industrial, social and economic policies.

Productivity improvement activities, in most of the countries visited, are undertaken as one part of broader economic and social programs. Increased productivity has been a major factor in European economic growth, the mission pointed out.

Changes in productivity are accepted by both labour and management as one of the principal guideposts for wage determination, but in most countries it was felt that productivity should not be the sole criterion.

A detailed description of the programs for socio-economic development of each country visited is included in the report.

The National Productivity Council will distribute the report to labour, management and government groups, educational institutions and to the general public later this year.

Productivity Council Issues First Annual Report

There is no easy or simple formula by which the problems of productivity can be resolved once and forever; greater productivity can be achieved only with the active co-operation and assistance of all groups in Canada, the National Productivity Council pointed out in its first annual report, made public last month. The 28-page report covers the fiscal year 1961-62.

New economic groupings of nations, independence and nationhood of other countries, new scientific discoveries, and the application of technological advances to industry have introduced new competitive factors into the struggle Canada must wage for its share of world markets, the report said.

"Under this challenge of intense world competition, the various sectors of Canadian industry can only provide expanding employment opportunities and a rising standard of living by steadily improving their competitive position both at home and abroad. The level of productivity is a very important determinant of competitiveness. Productivity improvement is, therefore, vital for the future growth of the Canadian economy.

"Economic expansion through greater productivity is achieved when the most efficient use is made of all economic factors, including capital, labour and materials. This task requires a continuing national effort and needs the co-ordinated support of management, labour, government and the general public."

The Council's terms of reference permit consideration of broader economic and social aspects of productivity improvement, the report stated, indicating that the Council may expand this approach in the future. The Council has directed its work in the initial stages of program development to certain specific technical aspects.

These include the development of new activities such as work study to assist in the improvement of production and distribution methods, the extension and application of industrial research to industry, the development of better human and labour-management relations, the wider application of progressive management practices, and the strengthening of the skills of the work force through training and retraining.

The report said that to obtain active participation of all segments of the Canadian economy in productivity improvement, the Council as a first task had planned the establishment of a national network of broadly based councils through which existing and new efforts in the productivity field could be co-ordinated and integrated.

During the past year, independent provincial councils or committees, having productivity promotion within their terms of reference, have been established in eight provinces.

Recognizing that the strengthening of Canadian research activities can result in greater productivity, the report said that the Council, through its subcommittee on scientific and industrial research, has been investigating ways of promoting more applied research within Canadian industry.

Stressing the importance of improved labour-management relations, the report continued: "The Council considers that one of the most important avenues toward greater productivity is through greater consultation and understanding between management and labour." It is promoting efforts to achieve greater labour-management co-operation through conferences, seminars, discussion groups and similar projects in which both management and labour can participate.

In this regard, the Council formulated plans to sponsor a series of labour-management seminars to discuss labour-management co-operation; the first seminar was held last March in Kingston, and a similar seminar in Halifax in September.

The Council is also working closely with the Labour-Management Co-operation Service of the Department of Labour to promote the development of joint labour-management in-plant committees.

"The study of methods and procedure in production, distribution and in the service industries is recognized in all countries as one way of achieving greater productivity. A number of industries in Canada have work study programs in operation. The Council hopes that it will be able to develop within Canadian industry a wide appreciation and application of this method of productivity improvement."

With the co-operation of industry and other groups, the productivity body has held a number of work study sessions in several Canadian centres, and has conducted a promotional trans-Canada tour. A series of lectures was also given as part of the Council's French Canadian program.

The report was submitted to Hon. George Hees, Minister of Trade and Commerce, and Hon. Michael Starr, Minister of Labour, as required by the National Productivity Council Act.

Ontario Adopts Human Rights Code

Ontario consolidates its four main anti-discrimination laws into Human Rights Code, makes Human Rights Commission responsible for enforcement, administration

The only provincial anti-discrimination measure adopted at the 1962 sessions of the legislatures was the Ontario Human Rights Code. The Code, which went into force on June 15, 1962, consolidated the province's four principal anti-discrimination laws—the Fair Employment Practices Act, the Female Employees' Fair Remuneration Act, the Fair Accommodation Practices Act and the Ontario Human Rights Commission Act.

No new principles were introduced, but the anti-discrimination provisions were clarified and strengthened, and the Human Rights Commission was made responsible for the administration and enforcement of the Code as well as for promoting observance of the human rights program.

When introducing the Bill, the Minister of Labour said:

> The bill incorporates into the Ontario Code of Human Rights various Acts which the Legislature has approved in the past to emphasize our public policy in this province that every person is free and equal in dignity and rights without regard to race, creed, colour, nationality, ancestry or place of origin.
>
> We do not believe that it is right for anybody to be refused employment, housing accommodation or public services and facilities merely because of his particular race, colour or creed. Nor do we believe that women who are doing the same work as men in the same establishment should be paid less because they are women.

As before, discrimination in public places is prohibited. No person, directly or indirectly, alone or with another, by himself, or by the interposition of another, may deny accommodation, facilities or services customarily available to the public to any person because of his race, creed, colour, nationality, ancestry or place of origin, nor may he refuse to rent anyone an apartment in a building containing more than six self-contained dwelling units on any of these grounds.

A provision not in the earlier fair accommodation practices legislation also prohibits discrimination with respect to the accommodation, services or facilities available in public places, or with respect to any term or condition of occupancy of any apartment.

The publishing or displaying of discriminatory notices or signs, or of other representation indicating discrimination, is again prohibited. However, this section is not to be interpreted as interference with the free expression of opinion upon any subject.

Employers are again forbidden to discriminate against anyone in regard to employment or any term or condition of employment, nor may they publish advertisements, circulate application forms, or make written or oral inquiries in connection with employment that directly or indirectly express discrimination. A new provision also prohibits an employer from requiring an applicant to furnish any information concerning race, creed, colour, nationality, ancestry or place of origin.

In line with former policies, domestic servants, non-profit organizations and employers with fewer than five employees are again exempted from the fair employment practices provisions of the Code.

Discriminatory action by trade unions is also prohibited. As before, no trade union may exclude anyone from membership or expel or suspend a member, or discriminate against any person or member, because of race, creed, colour, nationality, ancestry or place of origin.

As formerly, discrimination in rates of pay solely on the basis of sex is prohibited, the Code providing that women must be paid at the same rate as men for "the same work done in the same establishment." However, a difference in rates of pay based on any factor other than sex does not constitute a failure to comply with the Code.

A new feature of the Code is that the Human Rights Commission is now responsible for the administration and enforcement of the Code as well as for planning and carrying out educational activities. Previously the Fair Employment Practices Act and the Female Employees' Fair Remuneration Act were administered by the fair employment practices branch of the Department, and the Fair Accommodation Practices Act by other officers of the Department. The function of the Human Rights Commission was to plan and conduct educational programs designed to eliminate discriminatory practices.

Referring to the change in administration, the Minister said:

> Legal sanctions, as contained in the F.E.P. and F.A.P. Acts, or alternatively, the educational program which has been the main responsibility of the commission, are each only one side of what must be a co-ordinated, two-front assault on the problem of discrimination. Optimum results in this field, as experience indicates, can only be obtained through a marriage of law enforcement and education.

A person who considers himself aggrieved must now make his complaint to the Commission, which may investigate the matter itself or designate some person to make an inquiry and try to effect a settlement.

(*Continued on page 1281*)

Employment and Unemployment, October*

Employment showed a seasonal decline of 59,000 from September, and totalled 6,326,000 in October, 106,000 higher than in October 1961. A sharp drop in farm employment was partly offset by a better-than-seasonal increase in non-farm employment.

Employment was higher than a year earlier in all regions except in the Atlantic provinces, where there was little change.

Unemployment rose by 23,000 to 283,000, a normal seasonal increase for this time of year, and was 35,000 lower than in October 1961.

Unemployment in October represented 4.3 per cent of the labour force, compared with 4.9 and 5.7 per cent in October 1961 and October 1960, respectively.

Unemployment rates were lower than last year in the Quebec, Ontario and Prairie regions; elsewhere, there was no change over the year.

The estimated labour force in October was 71,000 higher than a year earlier.

Employment

Between September and October, employment gains in non-farm industries amounted to about one third of the drop in farm employment. Total non-farm employment increased by an estimated 30,000, slightly more than usual for this period. The increase in non-agricultural employment was distributed evenly between men and women.

The September-October employment decline was concentrated in the Prairie region, where there was a sharp reduction in farm requirements following the completion of grain harvesting. Farm employment declined also in Quebec and Ontario, but there were offsetting increases in the non-farm sector.

In October, non-farm employment was estimated to be 161,000 higher than a year earlier. Farm employment was 55,000 lower than the year before.

The number of women employed* showed a substantial growth over the year, increasing by 3 per cent, largely as a result of continued expansion in the service industry. The number of employed men was 1 per cent higher than a year earlier.

The service-producing industries have continued to expand, accounting for about four fifths of the over-the-year increase in non-farm employment. The largest gain was in community service. In goods-producing industries, employment was slightly higher than last year, owing mainly to strength in manufacturing.

Unemployment

Unemployment rose from 260,000 to 283,000 between September and October, a normal increase for this time of year. The increase was largely among men between the ages of 25 and 54 years.

Of the unemployed in October, 267,000 were "without work and seeking work" and 16,000 were on temporary layoff.†

Some 228,000 of the unemployed were men, about 34,000 fewer than a year earlier. The number of unemployed women was estimated to be 55,000, virtually unchanged from last year.

Of the total unemployed, 203,000, or about 70 per cent, had been unemployed for three months or less. An estimated 32,000 had been seeking work for four to six months, and 48,000 for more than six months.

*See Table A-1, page 1309.

*See Table A-2, page 1310.

†See Table A-3, page 1310.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	October 1962	October 1961	October 1962	October 1961	October 1962	October 1961	October 1962	October 1961
Metropolitan	.....	.....	6	6	6	3	.....	.....
Major Industrial	1	1	18	20	7	3	.....	.....
Major Agricultural	.....	.....	2	3	12	11	.....	.....
Minor	1	.....	21	25	36	28	.....	.....
Total	2	1	47	54	61	45	.....	.....

62110-2—3

CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER 1962

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		CALGARY ← QUEBEC-LEVIS ← St. John's Vancouver-New Westminster Windsor (Leamington) WINNIPEG ←	Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Lac St. Jean	BRANTFORD ← Corner Brook Cornwall Farnham-Granby Joliette Moncton New Glasgow NIAGARA PENINSULA ← Oshawa Peterborough Rouyn-Val d'Or Saint John SARNIA ← Shawinigan Sherbrooke Sydney Trois-Rivières VICTORIA ←	Fort William-Port Arthur Guelph Kingston Kitchener London Sudbury Timmins-Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		RIVIERE DU LOUP ← Thetford-Megantic-St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)	PRINCE GEORGE-QUESNEL ←	BATHURST ← Bridgewater Campbellton CHILLIWACK ← DAWSON CREEK ← DRUMMONDVILLE ← Fredericton Gaspe GRAND FALLS ← LACHUTE-STE. THERESE ← Lindsay Newcastle PEMBROKE ← PRINCE RUPERT ← QUEBEC NORTH SHORE ← RIMOUSKI ← SAULT STE. MARIE ← Ste. Agathe-St. Jérôme St. Jean Valleyfield VICTORIAVILLE ←	Beauharnois Belleville-Trenton Bracebridge Brampton Central Vancouver Island Cranbrook Dauphin Drumheller Edmundston →GALT Goderich Kamloops Kentville Kitimat Listowel Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Portage la Prairie St. Hyacinthe St. Stephen St. Thomas Simcoe Sorel Summerside Stratford SWIFT CURRENT ← Trail-Nelson Truro Walkerton WEYBURN ← Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 642, June issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force (a) (000)	October	6,609	− 0.6	+ 1.1
Employed (000)	October	6,326	− 0.9	+ 1.7
Agriculture (000)	October	649	− 12.1	− 7.8
Non-agriculture (000)	October	5,677	+ 0.5	+ 2.9
Paid workers (000)	October	5,203	+ 0.1	+ 2.3
At work 35 hours or more (000)	October	5,520	− 0.8	+ 48.5
At work less than 35 hours (000)	October	651	+ 1.1	− 71.5
Employed but not at work (000)	October	155	− 12.4	− 28.6
Unemployed (000)	October	283	+ 8.8	− 11.0
Atlantic (000)	October	42	+ 10.5	0.0
Quebec (000)	October	109	+ 12.4	− 4.4
Ontario (000)	October	68	− 8.1	− 26.1
Prairie (000)	October	29	+ 45.0	− 19.5
Pacific (000)	October	35	+ 12.9	+ 2.9
Without work and seeking work (000)	October	267	+ 8.1	− 12.5
On temporary layoff up to 30 days (000)	October	16	+ 23.1	+ 23.1
Industrial employment (1949=100) (000)	August	126.8	+ 0.8	+ 2.3
Manufacturing employment (1949=100) (000)	August	117.1	+ 1.4	+ 3.5
Immigration	1st 9 mos.	56,568	—	+ 0.7
Destined to the labour force	1962	28,506	—	+ 2.3
Strikes and Lockouts				
Strikes and lockouts	October	42	− 12.5	− 27.6
No. of workers involved	October	9,957	− 5.0	− 75.8
Duration in man days	October	108,040	− 7.2	− 74.8
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	August	$80.85	− 0.1	+ 3.3
Average hourly earnings (mfg.)	August	$ 1.86	− 0.5	+ 2.2
Average hours worked per week (mfg.)	August	41.0	—	+ 0.2
Average weekly wages (mfg.)	August	$76.24	− 0.6	+ 2.7
Consumer price index (1949=100)	October	131.5	+ 0.4	+ 1.8
Index numbers of weekly wages in 1949 dollars (1949=100)	August	139.4	− 0.4	+ 1.2
Total labour income $000,000.	August	1,725	+ 0.8	+ 5.8
Industrial Production				
Total (average 1949=100)	September	194.1	+ 5.9	+ 7.1
Manufacturing	September	173.6	+ 7.0	+ 7.4
Durables	September	171.8	+ 10.1	+ 11.8
Non-durables	September	175.0	+ 4.5	+ 3.8

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

62110-2—3½

94th Trades Union Congress

The 94th annual Trades Union Congress voted to:

1. Institute an inquiry into trade union structure and methods.

2. Denounce the Government's wages and economic policies and to call on the TUC General Council to prepare a positive statement on its objectives in economic planning.

3. Adopt a wait-and-see attitude on the question of Britain's entry into the European Common Market.

4. Reject a resolution calling for unilateral nuclear disarmament but to approve a resolution asking the Government to withdraw its permission for the establishment of bases for American nuclear submarines.

The Congress also condemned Government transport policy, called for the setting up of a Royal Commission on nursing, and passed various resolutions calling for improvements in fringe benefits and safety, health and welfare provisions.

The Congress was attended by 987 delegates representing 182 unions with more than eight million members.

Dame Anne Godwin presided.

Inquiry into Union Structure

With no delegates speaking against it and with only one small union casting a vote in opposition, the delegates approved a resolution instructing the TUC General Council to conduct an examination of the structure of both the TUC and the whole trade union movement with a view to a reorganization to adapt trade unionism to modern industrial conditions. The Council was told to bring in a report on its inquiry to the 1963 Congress.

The inquiry will cover, in addition to trade union structure, the functions of the union movement and the conditions under which it operates.

The mover of the resolution, Ron Smith, General Secretary of the Union of Post Office Workers, said no one could be satisfied with the movement when its membership included only half of the men and a quarter of the women who were eligible to join.

Sidney Hill, General Secretary of the National Union of Public Employees, who seconded the motion, said competition between unions for members gave some workers the excuse and the opportunity to remain outside union ranks. A reduction in the number of competing unions was essential for the future of trade unionism, he said.

TUC Membership

Membership of the 182 unions that make up the Trades Union Congress totalled 8,312,875 in 1962, a gain of 13,482 from last year's figure. Women members increased by 48,620 but men members decreased by 35,138.

There are now 1,452,046 women members, 6,860,829 men members.

Non-manual unions increased their membership during 1962 but membership of unions in the railway, mining, steel, textile, and clothing industries declined.

National Economic Policy

By an overwhelming majority, the TUC adopted a long composite resolution that:

—denounced the Government's wages and economics policies,

—called on the TUC General Council to work out a positive statement on its objectives in economic planning and to report to the next Congress what changes in trade union policy and methods these would indicate.

But, also by an overwhelming majority, the delegates defeated another composite resolution that would have urged the General Council to withdraw its representatives on the National Economic Development Council. Instead, they carried a resolution that "acknowledged" the Council's decision to join the N.E.D.C.

European Common Market

A composite resolution calling for firm opposition to Britain's entry into the European Common Market was rejected by an almost 3-1 majority, and a General Council recommendation that the TUC wait for more evidence before expressing an opinion was approved by a large majority.

Sir Harry Douglass, Chairman of the TUC Economic Committee, speaking in support of the council's recommendation, said the European Economic Community was here to stay and, whether in or out, Britain would have to come to terms with it.

The rejected resolution, in addition to opposing Britain's entry, called for expanded trade with all countries, a national economic plan to expand production, and increased aid to underdeveloped countries. It also demanded that the Government seek a mandate from the electorate before committing Britain.

Disarmament

Ignoring the recommendation of the General Council, the delegates approved a resolution calling on the Council to press

the Government to withdraw permission for the maintenance of United States Polaris submarine bases in Britain. Last year a similar motion was defeated by a small majority (L.G., Nov. 1961, p. 1119).

Supporters of the resolution argued that their withdrawal would remove a provocation and create an improved atmosphere for talks among world leaders.

Delegates rejected, however, a resolution calling for unilateral nuclear disarmament by Britain.

A composite defence motion, carried by a large majority, instructed the TUC General Council to promote discussion between nations to further world disarmament and peaceful coexistence and urged a ban on nuclear tests.

Other Resolutions

A comprehensive resolution submitted by the National Union of Railwaymen urged the General Council to press the Government for a co-ordinated and integrated transport system. It was carried by a large majority. The resolution criticized the contracting out of work previously done by railway labour, the proposed sale of British Road Services' workshops, the granting of licences to private airlines, and the merger of British Overseas Airways Corp. and Cunard Eagle Airways Ltd. as evidence of the Government's intention to destroy the efficiency of a State-owned industry.

Over the objections of the General Council, which had wanted it referred to them for study, the delegates passed a resolution calling for a Royal Commission on nursing services. The motion to refer was defeated by only a narrow majority.

A resolution called on the TUC General Council to conduct an inquiry into existing provisions for health, safety and job security, and other fringe benefits "with a view to defining methods by which further progress can be made." It was adopted unanimously and without debate.

The delegates voted in favour of resolutions calling for higher retirement pensions related to a cost-of-living scale, a review of workmen's compensation with a view to improved legislation, abolition of charges now made by the National Health Service, and an inquiry by the TUC General Council into the operation of the hospital service.

Another resolution instructed the General Council to inquire into the desirability of legislation to provide a guaranteed annual wage for all workers.

The delegates approved an increase of 6d a member in affiliation fees.

A resolution that would have asked the General Council to launch immediately a national campaign for a 40-hour week was referred to the Council after Dame Anne Godwin, TUC Chairman, said the leadership believed itself unable to start such a campaign and that to do so would interfere with individual unions' programs.

Presidential Address

While the employers' pursuit of profits continues unhampered, the workers' pursuit of pay increases can not be condemned, said Dame Anne Godwin in her address opening the 94th Trades Union Congress.

She was commenting on the "new pattern of economic relationships" that was being drawn in Britain because of its application for membership in the European Economic Community (Common Market) and because of the Government's proposal, as part of a program of planned economic expansion, to establish a National Incomes Commission. The N.I.C. would review demands for wage increases on the basis of productivity and the national interest.

More than half of the 101 resolutions submitted to the Congress dealt with the Common Market and the Incomes Commission, she pointed out.

"If the public interest demands public examination of the pay packet and its effect on production and costs," she said, "let us have a public examination of the incomes made through uncontrolled rents and their effect on the cost of living, and of the incomes made by advertising and their effect on consumer demand. Let us have a public examination of profits and their effects on prices."

Turning to the growth of the non-manual element in the TUC (see box, page 1268), which she said was too remarkable to be ignored, Dame Anne said white-collar workers were finding that they were subjected to the same pressures as the manual worker. "More and more white-collar workers were recognizing the advantage of having their pay levels decided by collective bargaining," she said.

New Chairman

Fred Hayday, a national officer of the National Union of General and Municipal Workers, was elected Chairman of the Trades Union Congress for the next 12 months. He has been a member of the TUC General Council since 1950.

Aged 50, he is the youngest chairman in the history of the TUC. He has the further distinction of being the first son to follow his father in the presidential chair. His father, the late Arthur Hayday, MP, was Chairman in 1931.

Canadian Conference on Sheltered Employment

Canadian Rehabilitation Council for the Disabled calls conference because of increasing concern among persons working in rehabilitation for those whose disability makes them unable to compete readily in the open labour market

A Canadian Conference on Sheltered Employment was held at Ste. Adele, Que., October 2, 3 and 4. The Conference was sponsored by the Canadian Rehabilitation Council for the Disabled, the new national voluntary organization formed by the merger of the Canadian Council for Crippled Children and Adults (Easter Seal) and the Canadian Foundation for Poliomyelitis and Rehabilitation (March of Dimes).

The Conference was called because of increasing concern among those working in the field of rehabilitation for those whose disability—physical, mental or emotional—is such that they are unable to compete readily in the open labour market. In all, 140 persons attended the meeting.

The Conference brought together individuals with great experience in the operation of various types of sheltered workshops, others working in the rehabilitation field—in rehabilitation centres, health agencies and hospitals—and representatives of federal and provincial government departments. These included the National Co-ordinator, Civilian Rehabilitation, Department of Labour and Provincial Co-ordinators of Rehabilitation. The Department of National Health and Welfare, the Department of Northern Affairs and the Department of Veterans Affairs were represented. Also attending were members of the subcommittee on sheltered employment of the National Advisory Council on the Rehabilitation of Disabled Persons.

Regret was expressed at the sudden death of A. R. Bruce, Director of Queen Elizabeth's Training College, Surrey, who was to have been the special guest expert from Britain and to have been brought to the Conference by the Department of Labour as an expression of its concern and interest in the field of sheltered employment.

The aim of the Conference was to arrive at some basic principles and to make recommendations as to how to meet the need for sheltered employment within the limitations of local economic and geographic areas of Canada.

The opening address, "Planning Creatively for Canada's Disabled," was given by Dr. Keith Armstrong, Executive Director of the Canadian Rehabilitation Council. Frank Hatcher, Department of Social Welfare, British Columbia, then presented a report on sheltered employment in the provinces. This was followed by a panel on the influence of local, economic and geographic conditions on the development of sheltered employment.

Dr. Howard Trevethan, Executive Vice-President, Goodwill Industries, U.S.A., introduced Howard Lytle, President, National Association of Sheltered Workshops and Homebound Programs, U.S.A., who gave an address on the operation of the "Goodwill Industry" type of sheltered employment. Dr. A. H. Goldsman, Psychologist, Occupational Therapy and Rehabilitation Centre, Montreal, presented a paper outlining requirements for a comprehensive program of employment for the handicapped. Dr. Allan Roeher, Provincial Co-ordinator, Saskatchewan, addressed the Conference on the importance of sound administration of sheltered workshops. The guest speaker at the Conference Banquet was Dr. C. A. Roberts, Executive Director, Verdun Protestant Hospital.

Two afternoons of the Conference were given over to discussion groups, each of which considered a particular aspect of sheltered employment and, where possible, made recommendations. The proceedings of the discussion groups and the recommendations were reported back to the general Conference at the close of each day's session. A general summary of the proceedings and recommendations of the Conference was presented at the closing session.

One of the major conclusions of the Conference was that the holding of a Conference on sheltered employment at this time was well justified in that it afforded an opportunity for those most closely concerned with provision of sheltered employment to come together to assess the needs for such services in Canada, to discuss the existing programs and share problems and to make a start on providing answers to some of the questions of how the employment needs of the disabled are to be met within the context of a comprehensive rehabilitation program.

It was decided to maintain the interest and action engendered by the Conference by the establishment of a permanent Conference Committee. The Conference Committee will publish a full report of the Conference and its recommendations.

Part-time Work for the Elderly

Many special facilities for creating part-time work for elderly people have been established in Britain, based on philosophy that work after retirement enables older workers to continue to be "producers" rather than "consumers"

Work can mean more than remuneration. For many people it is often the main interest in their lives.

Work after retirement can provide the satisfaction of achievement, social status, companionship, and the feeling of still being needed and of playing a necessary part in something bigger than oneself. And work after retirement enables older people to ease the economic burden on younger people by continuing to be "producers' rather than 'consumers.'

This philosophy has led to the establishment in Britain of many special facilities for creating part-time work for elderly people. A description of a few of these has been taken from a recent publication*.

In South Staffordshire in 1949 an engineering firm provided a workshop in connection with their plant for the purpose of employing men of pensionable age at a slower tempo than that normally prevailing in the factory. In 1960 some twenty-four 70- to 80-year olds were employed in this workshop. The firm has since started a similar workshop in another area; this shop provides part-time work for ten old men who are physically incapable of doing a full week's work, or who have no wish to work for more than a few hours daily.

Another firm in Essex has been running an 'Over 65 Club' since 1954 for their retired employees who still wish to work. More than 150 men attend from two to ten half-day periods a week. The work consists mainly of fabricating product components from scrap materials. This firm is considering building an extension to the club, which is separate from the normal production shops.

In West Bromwich, another company opened a workshop in 1956 which employs about 20 elderly people who work 37 hours per week. The work done is assembling, filing and light bench work.

An electric company at Tipton has a 'Long Service' department where up to 20 retired employees do as much or as little work as they please on such operations as filling, drilling, milling and fitting.

A steel company in Sunderland employs 12 men past retirement age, mostly fitters, who undertake special jobs requiring extra care and time. This scheme, which provides work for three disabled men and a few apprentices, as well as retired employees, pays time rates and has the union's approval.

One firm in Scotland established an 'Elderly Employees Department' to provide employment for one day a week for 100 elderly men and women on retirement. The work includes breaking down obsolete motors, sorting and grading scrap metal and repairing footwear and clothing used in the factory.

The North West Kent Old People's Welfare Committee keeps a register of odd jobs and particulars of employment suitable for elderly people. Publicity is given to the scheme through the local press. The old people who apply and prospective employers are put in touch with each other by mail. The North Staffordshire Old People's Welfare Committee also has started a similar job-finding scheme.

In 1951 the Finsbury (London) Borough Council, through its Medical Officer and in association with the Employment Fellowship of London, sponsored the first workroom of its type for elderly people.

The Finsbury pioneers found, as they had expected, that providing useful occupation for aging men and women was of tremendous value in maintaining, and often rapidly improving, their health, both of body and mind. The regular occupation gave them a purpose in life and a sense of being to some extent useful members of the community. The social contacts with other workers relieved the sense of loneliness and of not being wanted, which feeling contributes to the deterioration of many people in retirement. The average age of the workers is between 71 and 74 years. They often go to the centre on the recommendation of doctors when they leave hospital after treatment.

Various types of light work are provided at the Finsbury Centre by local manufacturers. Items like covered coat-hangers, aprons and night dresses are made for direct sale at fair trade rates. Operations are adjusted as far as possible to suit the individual needs and abilities of the workers.

*_Employment and Workshops For the Elderly._ (Ref. No. 604). National Council of Social Service (Incorporated), 26 Bedford Square, London, W.C. 1. Price 1 shilling.

Toward a Better Status for Women Workers

President orders appointments and promotions in U.S. government service to be made without regard to sex, and Government of Singapore initiates program to bring equal pay for equal work into effect for women in Civil Service by 1965

Women in Government Service

United States

United States President Kennedy has directed the heads of executive departments and agencies of the U.S. Government to take immediate steps to ensure that appointments or promotions are made without regard to sex, except in unusual situations where such action can be justified on non-discriminatory grounds.

In 1934, the Attorney-General gave the opinion that agency heads had the right to limit the filling of federal positions in their agencies, regardless of duties, to one sex. On the recommendation of the President's Commission on the Status of Women, this opinion was recently reviewed by the present Attorney-General. He decided that it was not in accordance with law, and that the President had the constitutional and statutory authority to prescribe rules for the promotion of the efficiency of the federal service.

The new directive charges the Civil Service Commission with the responsibility for determining those unusual situations that may require limiting the filling of positions to one sex.

In consultation with the President's Commission on the Status of Women, the Civil Service Commission is revising its regulations and preparing criteria for agencies that will provide them with objective non-discriminatory standards in identifying such situations.

Singapore

The Government of Singapore recently announced a program to bring equal pay for equal work into effect for women in the Civil Service. At present, pay rates for women in government service are approximately 80 per cent of those for men in similar positions. Under the new program, women employees will receive periodic increases so that by 1965 all women employees will be receiving the same salaries as men for the same work.

The Government also announced that both single and married women employees in positions classified as permanent will be permitted to obtain permanent status. At the same time the retirement age for women government employees is to be raised to that of men.

United Nations Resolution on Equal Pay

At its last session, the United Nations Economic and Social Council adopted the following resolution on equal pay for equal work. It will be presented to the nineteenth session of the U.N. General Assembly.

The Economic and Social Council

Having examined the report of the Commission on the Status of Women on its sixteenth session,

Sharing its opinion that the legal and factual inequality between men and women in questions concerning wages and salaries, still existing in many countries, constitutes a serious obstacle to the achievement of real equality of men and women in the economic field, and that effective measures on national and international levels should be taken to remove this discrimination against women,

Emphasizing in this connection particularly the responsibilities of Governments for the removal of discrimination against women in the question of wages and salaries and for the consistent application of the principle of equal pay for equal work,

1. Calls upon:

(a) Governments of Member States which have not yet ratified or otherwise implemented the principles of Convention No. 100 of the International Labour Organization concerning Equal Remuneration for Men and Women Workers for Work of Equal Value to do so, as appropriate under the Constitution of the I.L.O., and also to implement the provisions of I.L.O. Recommendation No. 90, and, by the adoption of the relevant legislative and practical measures in all economic fields, to apply and promote consistently the principle of equal pay for equal work, in accordance with the said Convention;

(b) The International Labour Organization to continue to follow the introduction of the principle of equal pay for equal work on a world scale and to bear this principle always in mind in considering working and social questions on an international level;

2. *Expresses the hope* that national and international non-governmental organizations in consultative status with the Economic and Social Council may continue to advocate consistently in their activities the principle of equal economic working conditions for men and women and demand the legislative and practical application of the principle of equal pay for equal work;

3. *Requests* the Secretary-General to submit, in co-operation with the International Labour Office, a report to the eighteenth session of the Commission on the Status of Women on both the progress achieved in the field of equal pay for equal work, and obstacles existing so far in this field.

COLLECTIVE BARGAINING REVIEW

Bargaining Calendar for 1963

Collective agreements covering 500 or more employees, listed by month in which they terminate. Excludes agreements in the construction industry.

JANUARY

Company and Location	Union
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Bristol Aero-Industries, Winnipeg, Man.	Machinists (AFL-CIO/CLC)
Cdn. Industries, Brownsburg, Que.	Mine Wkrs. (Ind.)
Consumers Glass, Toronto, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
H.J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)

FEBRUARY

Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs, (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
Moirs Ltd. & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Singer Mfg., St. Jean, Que.	Steelworkers (AFL-CIO/CLC)
Telegram Publishing Co., Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C.	B.C. Peace Officers (CLC)

MARCH

Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Noranda Copper & Brass, Montreal, Que.	Empl. Assn. (Ind.)
Quebec Hydro-Electric Comm., Montreal, Que.	Public Service Empl. (CLC) (outside empl.)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Winnipeg City, Man.	Public Service Empl. (CLC)

APRIL

Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Anglo-Cdn. Paper, Forestville, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Canada Paper, Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. Inter. Paper & subsids., N.B., Que. & Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Consolidated Paper, Cap-de-la-Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Newsprint Grp., Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

62110-2—4

Company and Location	Union
E.B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hudson Bay Mining, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC) & others
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
E.S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Rolland Paper, Mt. Rolland & St. Jerome, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
St. Lawrence Corp. Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)

MAY

Ayers Limited, Lachine, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CNR, system-wide	Trainmen (AFL-CIO/CLC)
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
B.F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Printing Industries Council, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)
RCA Victor, Montreal, Que.	Empl. Assn. (Ind.)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
White Spot Restaurants, Vancouver & Victoria, B.C.	Empl. Union (Ind.)

JUNE

Aluminum Co., Kitimat & Kemano, B.C.	Steelworkers (AFL-CIO/CLC)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CNR, North Sydney, N.S.	I.L.A. (AFL-CIO/CLC)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered local
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Commission Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office & maintenance empl.)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Bush Wkrs., Farmers' Union (Ind.)
Goodyear Cotton, St. Hycinthe, Que.	Textile Federation (CNTU)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
MacMillan, Bloedel & Powell River & others, B.C. coast	Paper Makers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.	Empl. Assn. (Ind.)
TCA, company-wide	Air Line Pilots (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC- chartered local
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)

JULY

Canada Cement, N.B., Que., Ont., Man. & Alta.	Cement Wkrs. (AFL-CIO/CLC)
Dominion Glass, Wallaceburg, Ont	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild, Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress & Sportswear Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Ste. Anne Power, Beaupre, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
TCA, company-wide	Air Line Flight Attendants (CLC)

AUGUST

Company and Location	Union
Belt Mfrs. Assn., Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU).
Dom. Electrohome Industries, Kitchener, Ont.	Nat. Council of Cdn. Labour (Ind.)
Dom. Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dom. Steel & Coal Corp., Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
House of Seagrams, Que., Ont. & B.C.	Distillery Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
TCA, company-wide.	Sales Empl. (Ind.)

SEPTEMBER

Molson's Brewery, Montreal, Que.	Empl. Assn. (Ind.)
Winnipeg Metro (Transit Dept.), Winnipeg, Man.	Street Railway Empl. (AFL-CIO/CLC)

OCTOBER

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Stores, Toronto & other locations, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dow Chemical, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assn. (Ind.)
Food stores (various), Winnipeg & Transcona, Man.	Retail Clerks (AFL-CIO/CLC)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)
Shawinigan Power, province-wide, Que.	Empl. Assn. (Ind.)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions.
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)

NOVEMBER

Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (communication salesmen)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (craft & service empl.)
Bell Telephone, Que. & Ont.	Traffic Empl. (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other locations, B.C.	Empl. Assn. (Ind.)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Hollinger Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)

DECEMBER

Assn. Patronale des Inst. Religieuses (5 hospitals), St. Hyacinthe & locations, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
CBC, company-wide.	Moving Picture Machine Operators (AFL-CIO/CLC)
CNR, CPR & other railways.	15 unions (non-operating empl.)
CPR, system-wide.	Trainmen (AFL-CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	U.E. (Ind.)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
G.T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dress Mfrs. Guild (Sportswear Div.), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Handbag Mfrs. Council, Montreal, Que.	Leather & Plastic Wkrs. (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que.	Bldg. Service Empl. (AFL-CIO/CLC)
St. Lawrence Seaway Authority.	Railway, Transport & General Wkrs. (CLC)
Scarborough Township, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Transit Commission, Toronto, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)

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Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During November and December 1962 and January 1963

(except those under negotiation in October)

Company and Location	Union
American Can, Hamilton, Simcoe, Ont., & Montreal, Que.	CLC-chartered local
Assn. des Marchands Detaillants, Quebec & district, Que.	CNTU-chartered local (garage empl.)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Bristol Aero-Industries, Winnipeg, Man.	Machinists (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Cdn. Copper Refiners, Montreal, Que.	Metal Refining Wkrs. Union (Ind.)
Cdn. Industries, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. Lithographers Assn., Eastern Canada	Lithographers (Ind.)
Consumers Glass, Toronto, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Continental Can, St. Laurent, Que.	CLC-chartered local
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
East. Can. Stevedoring & 2 others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (4), Trois Rivieres, Que.	Service Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi ports, N.B.	Miramichi Trades & Labour (Ind.)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Various unions
Sask. Provincial Hospitals, Weyburn, Moose Jaw & North Battleford, Sask.	CLC-chartered local & Public Service Empl. (CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During October

Bargaining

Company and Location	Union
Alta. Govt. Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (communication salesmen)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Bell Telephone, Que. & Ont.	Traffic Empl. (Ind.)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC)
Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Canadian Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. National Nfld. Steamship Service (CNR)	Railway, Transport & General Wkrs. (CLC)
Christie, Brown, Toronto, Ont.	Bakery Wkrs. (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)

Company and Location	Union
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (clerical empl.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Donohue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
International Nickel, Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
Iron Ore of Can., Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)
Northern Electric (western region) Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northwestern Utilities & Cdn. West Natural Gas, Alta.	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (classified services)
Saskatchewan Government Telephone	Communications Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
St. Raymond Paper, Desbiens & St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
T.C.A. Canada-wide	Machinists (AFL-CIO/CLC)
Thompson Products, St. Catharines, Ont.	Empl. Assn. (Ind.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Wabasso Cotton, Welland, Ont.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)

Conciliation Officer

Abitibi Power & Paper, Northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Bldg. mtce. & window cleaning contractors, Vancouver, B.C	Bldg. Service Empl. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Duplate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)

Conciliation Board

B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)

Post-Conciliation Bargaining

Company and Location	Union
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)

Arbitration

Hospitals (11) Montreal & district, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Part III—Settlements Reached During October 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other points, Que.—Service Empl. Federation (CNTU): 1-yr. agreement covering 550 empl.—retroactive pay of $3.50 a wk. for male empl. and $4 a wk. for female empl. from Dec. 1, 1961 to May 22, 1962; retroactive pay of $5 a wk. for male empl. and $2.80 a wk. for female empl. from May 22, 1962 to Oct. 1, 1962; salary increases of $5 a wk. for male empl. and $4 a wk. for female empl. eff. Oct. 1, 1962 plus $2 a wk. for male and female empl. eff. Jan. 1, 1963; hours of work reduced to 40 a wk. eff. Nov. 17, 1962 (formerly 44 and 48 hrs. a wk.); 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.).

Bata Shoe, Batawa, Ont.—Boot & Shoe Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 760 empl.—terms of settlement not immediately available.

B.C. Hydro & Power Authority—Street Railway Empl. (AFL-CIO/CLC): 2-yr. agreement covering 2,000 empl.—wage increases of 7¢ an hr. eff. Sept. 1, 1962 and Sept. 1, 1963; Easter Monday to be observed as a paid holiday, making a total of 10 paid holidays; 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.); transit operator's rate after Sept. 1, 1963 will be $2.54 an hr.

CPR, System-wide—Trainmen (AFL-CIO/CLC): 31-mo. agreement covering 6,000 empl.—total wage increase of 8%; 1% retroactive to June 1, 1961, 1% retroactive to Dec. 1, 1961, 1½% after signing of agreement, 2½% eff. Dec. 1, 1962 and 2% eff. June 1, 1963; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.); changes in work rules.

Consolidated Paper, Port Alfred, Que.—Pulp & Paper Wkrs. Federation (CNTU): 2-yr. agreement covering 630 empl.—general wage increase of 5¢ an hr. retroactive to May 1, 1962 plus classification adjustments of 1¢ to 3¢ an hr. for tradesmen and 5¢ an hr. for helpers; adjustments also made in other classifications; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; re-opener on wages, vacations, paid holidays and lay-off indemnities May 1, 1963; labourer's rate $2.03 an hr. and tradesman's rate $2.73 an hr.

Consumers' Gas, Ont.—Chemical Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 700 empl.—settlement pay of $21.60 prorated; wage increases of 6¢ an hr. eff. Sept. 10, 1962; 6¢ an hr. eff. July 8, 1963 and 7¢ an hr. eff. July 8, 1964; 4 wks. vacation after 25 yrs. of service (formerly after 30 yrs.); group life insurance increased to $5,000 (formerly $3,000).

Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C.—Steelworkers (AFL-CIO CLC): 2-yr. master agreement covering 800 empl.—wage increases of 3¢ an hr. eff. Oct. 1, 1963 and Sept. 30, 1964 for hourly empl.; salary increases of $1.20 a wk. eff. Oct. 1, 1963 and Sept. 30, 1964 for salaried empl.; improvements in regular vacations for hourly and salaried empl.; new provision for 3 mos. leave of absence with pay every 5 yrs. for empl. with 15 or more yrs. of service eff. Jan. 1, 1964; sickness and accident benefits increased by $6 a wk. to average $58 to $64 weekly payable up to 52 wks. (formerly 26 wks.); hospital benefits extended to a maximum of 365 days (formerly 120 days); eff. Oct. 1, 1962 basic pensions increased to $3.25 for each yr. of credited service (formerly $2.75) and disability pensions increased to $5 a mo. per yr. of service (formerly $3); S.U.B. increased to a maximum total benefit of $76 a wk. for empl. with 4 dependents (formerly $59) and empl. who work any time during a week to be granted 32 hrs. pay; provisions for empl. affected by plant shutdown: preferential hiring rights at other company plants; relocation allowances for empl. with 10 or more yrs. of service; empl. whose age plus length of service total 80 may accept an early pension.

Dominion Bridge, Lachine & Longue Pointe, Que.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 1,300 empl.—no changes in hourly rates; premium for working outside company premises increased to 10% of hourly rates (previously 10¢): double time to be paid after 12 hrs. of work with time and a half continuing to apply after 8 hrs.; improvements in insurance and welfare benefits in second yr. of agreement.

(*Continued on page 1328*)

INTERNATIONAL LABOUR ORGANIZATION

7th Session, Metal Trades Committee

Agreement on the attitude to be taken with respect to technological changes that are transforming the metal trades reached by delegates, from 24 countries

Agreement on the attitude to be taken with respect to technical changes that are transforming the metal trades was reached by government, employer and worker delegates to the seventh session of the ILO Metal Trades Committee, held in Geneva September 17 to 28.

Canada was one of the 24 countries that took part in the meeting. The others were: Australia, Belgium, Brazil, Czechoslovakia, Chile, Denmark, Finland, France, Federal Republic of Germany, India, Italy, Japan, Mexico, The Netherlands, Norway, Poland, the Republic of South Africa, Sweden, Switzerland, U.S.S.R., the United Kingdom, the United States, and Yugoslavia.

Head of the Canadian delegation and government delegate was J. P. Francis, Director, Economics and Research Branch, Department of Labour. The second government delegate was L. A. Aitken, Safety Adviser, Government Employees Compensation Branch, Department of Labour.

Employer delegates were T. G. Beament, President and Managing Director, Fahralloy Canada Limited, Orillia, Ont.; and A. B. Lawrason, President, Flex-O-Lite of Canada Limited, St. Thomas, Ont.

Worker delegates were Raymond Parent, Secretary, National Metal Trades Federation (CNTU), Quebec; and Adrien Villeneuve, international representative, International Association of Machinists, Ottawa.

The Committee unanimously adopted two series of conclusions. The first series dealt with technological progress and its influence on the effective utilization of manpower and the improvement of workers' income in the metal trades; the second with working conditions and safety in shipyards.

The Committee noted that, in the long run, technological changes brought many benefits but in the short run they often brought problems such as adjustments for workers, underemployment and unemployment.

The essential end of technological progress—the general welfare—could be achieved only if the gains resulting from higher productivity were shared equitably by employers, workers and the community at large, the Committee said.

The equitable sharing of the fruits of technological progress might be obtained by making available, to all, products of better quality at lower prices, by an increase in workers' income, by an improvement of social security benefits and by improvement in conditions of work.

Discussing the means of achieving effective utilization of manpower within the framework of technological change, the Committee considered the following points: impact of working conditions, manpower adjustments and mobility, training and systems of wage payment. The Committee also outlined steps that might be taken to eliminate to the greatest extent possible income losses resulting from technological change.

In its conclusions on working conditions and safety in shipyards, the Committee held that occupational accidents and diseases as well as human suffering and loss of earning capacity for injured workers were not only to be deplored from the point of view of the worker and his family, but also from the point of view of the community as a whole. The Committee's further conclusions dealt with legislation, regulations, labour inspection and safety arrangements in shipyards.

The prime responsibility for organizing safety and health in shipyards and ship repairing operations should be fully accepted by the employer, and workers should co-operate in full so that the safety arrangements might be fully effective in each undertaking, the Committee stated. Adequate training of safety personnel should be provided when new materials, machines or equipment were introduced.

The Committee recognized that reasonable working hours were "an integral part of any accident prevention program."

One of the Committee's suggestions for international action called for meetings of experts to prepare a model code of safety

The mechanization of heavy work is eliminating the more arduous and monotonous tasks which require little or no skill. New plant environments are generally very much better from the point of view of the workers. Conditions are healthier and safer, although possible new hazards have been noted as a result of nervous tensions connected with the high speed of certain mechanized operations and the greater responsibilities of workers handling this type of equipment.

The growing trend toward the adoption, in many metal working sectors where operations are highly mechanized, of two- and three-shift operations, in view of the high cost of machinery and the need to keep it running as continuously as possible, faces a growing number of metal workers with physiological and psychological problems quite new to them which call for greater understanding in order to mitigate their drawbacks.

Technical progress also requires a constant adaptation of the skills, knowledge and abilities of workers. There are shortages now—which may be expected to increase in coming years—of workers with the necessary specific types of skill, and even greater shortages of technicians and engineers. Among the new category of conductors of highly mechanized and automated installations, for instance, new qualities of understanding, alertness, flexibility and responsibility seem to be increasingly required.

Supervisors need improved skills in dealing with smaller groups of more highly skilled workers, and engineers, who deal increasingly directly with people, now must add a greater understanding of human relations and better leadership skills to their professional competence. Higher management also require new knowledge and abilities to cope effectively with their changing technological environment.

This constant evolution in abilities and skills has important implications for education and training.

—ILO Report to 7th Session, Metal Trades Committee

regulations for shipyards. The outline of such a code was appended to the Committee's conclusions.

Resolutions

The Committee also adopted a number of resolutions dealing with questions not included in the agenda. One of these is designed to bring home to all member states of the ILO the vital importance of basing expansion programs in the metal trades upon solid democratic principles. The resolution would encourage the public authorities to follow the example of the ILO in the use of tripartite organs and bodies so that employers' and workers' organizations can participate at all levels.

Another of the resolutions contains the suggestion that the ILO and the governments concerned should continue to make full use of the experience of employers' and workers' organizations whenever technical assistance programs of vocational training are being planned and executed.

The resolution adopted by the Committee will go to the Governing Body of the International Labour Office.

Tenth International Conference of Labour Statisticians

The Tenth International Conference of Labour Statisticians, convened by the International Labour Organization, adopted conclusions having to do with statistics of industrial injuries and of hours of work, and with the computation of consumer price indexes. Statisticians from 46 countries in all parts of the world attended the two-week Conference in Geneva, from October 2 to 12.

The Conference held that:

"Consumer price index numbers cannot attain their objectives if their purposes as measurements of price changes are not understood and if they do not command the confidence of the public. Therefore, the concepts, definitions and procedures of measurement on which the index numbers are based should be described as fully as possible and made available for the information of the public."

Recognizing the need for adequate data on hours of work in the study of various social and economic matters, the Conference laid down a set of standards covering general objectives, definitions, methods of collection and tabulation.

The statisticians also made a number of recommendations concerning statistics of employment injuries. They stressed the importance of establishing "an adequate statistical basis for the analysis and measurement of risks of injury inherent in employment for the purpose of facilitating the establishment of prevention programs, evaluating the efficiency of applying measures and promoting the development of compensation schemes."

The Canadian delegate to the Conference was H. F. Greenway, Director, Labour Division, Dominion Bureau of Statistics, and the substitute delegate was J. P. Francis, Director, Economics and Research Branch, Department of Labour. Advisers to the Canadian delegation were G. Barrette, Labour Management Division, Economics and Research Branch, Department of Labour, and L. B. Rowebottom, Assistant to the Dominion Statistician, Dominion Bureau of Statistics.

The Trade Union Situation in Burma

A mission of the International Labour Office has found that the situation in Burma "seems favourable for the growth of a well-organized and influential trade union movement." The mission's report, *The Trade Union Situation in Burma**, has just been published.

The Burma survey is the sixth in a series that began in 1959 pursuant to a decision of the ILO's Governing Body. The purpose underlying the Governing Body's decision was to provide a full picture of the actual conditions in each country as these affected the practice of freedom of association.

Each of the surveys has been conducted by officials of the International Labour Office at the invitation of the government concerned. The mission to Burma, like its predecessors, was headed by John Price, Special Assistant to the Director-General (now retired).

The mission remained in Burma from October 30 to November 29, 1961.

The report points out that trade unionism is a comparatively recent development in Burma. It started before the Second World War but did not begin to expand until after 1945. The report adds that the trade union movement in Burma appears to have resulted mainly from the "efforts of politically conscious leaders who realized that trade unions would be needed in the new state that was being created."

The total population of Burma exceeds 22 million. Its active population is officially given as 9,351,158. Figures cited by the mission put the total trade union membership at about 200,000—roughly half the peak reached before a damaging split in the ranks of organized labour in 1958.

In general, the mission found the impact of trade unions to be slight everywhere except in a few centres of industry and population. In Rangoon, according to one statement made to the mission, about 20 per cent of the workers are members of a trade union. Although about 70 per cent of the Burmese labour force are employed in agriculture, no agricultural trade unions have yet been formed. Nor have unions been set up in fisheries. In forestry, unions are limited to workers engaged in teak production.

On the other hand, the publicly owned railways and inland shipping companies and joint government-private industry ventures (oil, mining, ore-processing) are described in the report as the main strongholds of trade unionism. The civil servants (of whom one-third are women) are, according to the report, nearly 100 per cent organized, and organization among the government clerical staff is substantial.

There are four national central bodies to which local unions may be affiliated: the Union of Burma Labour Organization (ULO), the Trade Union Congress (Burma) (TUC(B)), the Burma Trade Union Congress (BTUC) and the Free Trade Unions of Burma (FTU-B). Neither the ULO nor the TUC(B) has any international affiliation, the BTUC is affiliated to the World Federation of Trade Unions, and the FTU-B, at the time of the mission's visit, was contemplating affiliation to the International Confederation of Free Trade Unions.

Ontario Adopts Human Rights Code

(*Continued from page 1264*)

If a settlement is not reached, the Minister, on the recommendation of the Commission, may appoint a board of inquiry to investigate the matter and recommend the course that ought to be taken with respect to the complaint. The Minister of Labour, on the advice of the Commission may then issue whatever order he considers necessary to carry out the board's recommendations. As before, such an order is final and must be complied with in accordance with its terms.

Penalties for violations of the Code are higher than under the former legislation. An individual who contravenes the Code is liable to a fine of up to $100, and a corporation, trade union, employers' organization or employment agency, up to $500.

Enforcement procedures have been further strengthened by a provision permitting the Minister to apply to the Supreme Court for an order enjoining a person who has been convicted of a contravention of the Code from continuing the illegal act. Previously, injunction proceedings could be taken only against a person convicted of displaying discriminatory notices or signs contrary to the Fair Accommodation Practices Act.

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*International Labour Office: *The Trade Union Situation in Burma.* Report of an I.L.O. Mission. (Geneva, 1962). Price: $1.

TEAMWORK in INDUSTRY

The third annual joint progress meeting of the Eastern and Western Area Labour-Management Committees of the Nova Scotia Light and Power Company was presided over by Roy Isnor, President of Local 1165 of the International Brotherhood of Electrical Workers (AFL-CIO/CLC)

In his opening remarks, Mr. Isnor observed that "labour-management teamwork is the co-operation of workers with each other and with management in the operation of an efficient, profitable and progressive enterprise." He further stated that the goals referred to in his definition were not beyond realization by a labour-management team determined to make the required effort.

At the same time he cautioned: "The effort exerted by labour in this respect will not immediately promote efficiency or greater productivity, but over a period of months and years the effect of constructive thinking and doing will certainly contribute to a more progressive and prosperous company."

* * *

The 250 employees of the Port Hope Sanitary Division of Crane Canada Limited were each presented with a holiday safety kit before leaving on their annual vacations. The kit included first aid materials from adhesive bandage to antibiotic ointment.

A letter enclosed in the kit and addressed to each employee read:

"The efforts of all employees in 1961 resulted in the excellent accident record achieved at this plant. We are presenting this Holiday Kit in appreciation of your contribution to this effort.

"We hope you have a wonderful vacation but please take care, as we want you back on the job to help us make 1962 the safest year we have known."

Representatives of management and of Local 4115 of the United Steelworkers of America (AFL-CIO/CLC) meet in a union-management committee at the Port Hope plant.

* * *

Although the membership of Local 110 of the National Union of Public Employees (CLC) was not too enthusiastic about the organization of a labour-management committee, after five meetings they had seen enough of it in that time to want it to continue. This was the opinion of Alf Mills, former secretary of the union.

"Today we think that being able to sit down and talk face to face with the superintendent of the school board about mutual plans and problems is a good idea," he said.

Mr. Mills represents the head caretakers on the Employer-Employee Advisory Council, which in turn represents 450 maintenance department employees on the Winnipeg School Board's payroll.

Dr. W. C. Lorimer, superintendent of schools, stated that the committee is effective in acquainting employees with what is going on throughout the school system and in giving them a clearer picture of their respective roles.

"In return we learn what our employees are thinking; we hear the suggestions of people we don't ordinarily see," he said. "Theirs is an entirely different point of view—of particular value to the school board."

Dr. Lorimer further stated that "today our meetings regularly run overtime—an indication of the interest and participation that has been generated."

E. R. Carpenter, director of maintenance for the school board, stated that discussion regarding the installation of fire fighting equipment in the Winnipeg schools had indicated an exceptional degree of co-operation in the committee.

* * *

H. Carl Goldenberg, the well-known expert in industrial relations, is quoted in *Maclean's Magazine* as stating that labour and management shouldn't meet only for contract negotiations or to wrangle over disputes. They should meet when the atmosphere is not highly charged, when there are no particular differences to discuss. They should get together about mutual problems on which there's no controversy.

Labour could learn some of the difficulties of keeping a business going, and management could get an idea what it's like to live on a small pay packet.

Anyway they'd know each other better, get to understand each other's thinking. And this might remove one of the worst obstacles to agreement between management and labour—that element of nasty surprise that so often comes up, on one side or the other and sometimes on both, when they start to negotiate a contract.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during September. During the month the Board received two applications for certification.

Applications for Certification Received

1. Canadian Air Line Flight Attendants' Association, on behalf of a unit of flight attendants employed by TransAir Limited, Winnipeg, Man. (Investigating Officer: W. E. Sproule).

2. Teamsters, Chauffeurs, Warehousemen and Helpers Local 91, General Truck Drivers' Local 938, and Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 880, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Tank Truck Transport Limited, Point Edward, Ont. (Investigating Officer: T. B. McRae).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian National Hotels, Limited (Macdonald Hotel, Edmonton) and Local 857 of the International Union of Operating Engineers (Conciliation Officer: G. R. Currie).

2. National Harbours Board, Montreal (General Forces, Grain Elevators, and Cold Storage Warehouse) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier).

3. John N. Brocklesby Transport Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

4. De Luxe Transportation Limited, North Bay, Ont., and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

5. Gill Interprovincial Lines Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

Settlements Reported by Conciliation Officers

1. Albert G. Baker Limited, Clarke Steamship Company Limited, Gaspe Shipping Reg'd., Maritime Terminals Inc., and Quebec Terminals Limited, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier) (L.G., Oct., p. 1149).

2. Piette Transport Inc., Joliette, Que., and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier) (L.G., Oct., p. 1149).

3. Cape Breton Broadcasters Limited, Sydney, N.S., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane) (L.G., Oct., p. 1149).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

4. Active Cartage Limited, Toronto, and Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Aug., p. 951).

Settlements after Conciliation Board Procedure

1. British Columbia Towboat Owners' Association (C. H. Cates & Sons, M. R. Cliff, Deeks McBride, Gulf of Georgia Towing, Harbour Services, Kingcome Navigation Co., McKenzie Barge Co., Quatsino Navigation and Straits Towing) Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1150).

2. British Columbia Towboat Owners' Association, Vancouver, and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., Sept., p. 1035).

3. British Columbia Towboat Owners' Association (certain member companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 656).

4. Dominion Steel and Coal Corporation, Ltd., Dominion Shipping Division, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 656).

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in three cases heard September 11.

The first dispute concerned the claim of a fireman for mileage lost when, although available, he was not called to fill a vacancy; the second, the claim of a trainman for payment because he was not called for duty with the rest of his crew. The third concerned the request for reinstatement in his former classification of a dispatcher who had been demoted because of an irregularity in his issuance of a train order.

In the first dispute, the contention of the employees was sustained, with qualifications. In the second, the employees' contention was not sustained but the Board issued an interpretation of "switching," which was the point in dispute. The contention of the employees in the third case was not sustained; but the Board recommended that the company review its practices concerning the issuance of instructions.

Summaries of the three cases, Nos. 793 to 795, are published below.

Case No. 793—*Dispute between Canadian National Railways (Mountain Region) and Brotherhood of Locomotive Firemen and Enginemen over the claim of a fireman for miles lost when, although available, he was not called to fill a vacancy.*

A fireman-helper at Prince George, B.C., was assigned and available in pool service. In the absence of spare or laid-off firemen-helpers, he was not called to fill a vacancy, and a train went on a run without a fireman. He therefore entered a claim for miles lost.

The claim, submitted under an article of the Brotherhood of Firemen and Enginemen's agreement on the Prairie and Mountain Regions, was declined by the company.

The employees, in their contention, stated there was no provision in the article cited that could be construed to permit the company to operate a train without a fireman-helper when such a man was available for service. They claimed that the fireman-helper involved should be paid for the trip he lost.

In its contention, the company stated that the fireman-helper had been called in his turn as a pool fireman in accordance with the agreement covering firemen-helpers on diesel locomotives in freight and yard service.

Both of the parties in the dispute appeared before the Board and submitted additional written and oral evidence.

The Board stated it was obvious that when the agreement then in effect was signed, it had not been intended to be used as a device "to give any firemen preferential treatment over what they enjoyed prior to" the date of signing. The Board said also that the company was collecting data to form the basis for negotiating rules to cover situations such as this; it consequently recommended that the parties to the dispute should negotiate such rules as soon as possible.

The contention of the employees was sustained to the extent that the fireman-helper be paid mileage from the time the unmanned run went out until he actually went out himself when his turn was called.

Case No. 794—*Dispute between Canadian Pacific Railway Company (Prairie Region) and Brotherhood of Railroad Trainmen over a claim by a trainman for payment of four miles because he was not called with the rest of his crew for an operation the union regarded as switching.*

A conductor and head-end trainman were ordered to take a working locomotive, to which was coupled an idling (dead diesel) unit, from the shop track to the train. Air hoses were coupled between the diesel units, but the electrical jumper cable between them was not coupled.

The rear trainman was not called for duty until 20 minutes later, by which time the working locomotive and idling unit had been moved by the other two crew members.

The rear trainman submitted a claim for four miles payment to cover the 20-minute period during which the consist was moved without him, on the grounds that the movement of the idling unit constituted switching. The company declined the claim.

The employees, in their contention, held that the agreement stipulated the use of three men as a minimum for a crew when switching is performed. They cited two articles of the current agreement, one stipulating that switching at terminal points must be carried out by a crew of not less than three, and the other that "for the purpose of complying with this clause switching will include picking up car or cars or doubling over train." The first clause quoted provided for payment at through freight rates on the basis of 12½ miles per hour for time spent making up trains or switching at terminal points.

The only exception noted in the clauses, the Brotherhood pointed out, was that taking a locomotive or self-propelled equipment

from the shop or tie-up track was not to be considered switching. The employees contended that handling the additional idling or dead diesel unit with the working locomotive was the same as handling a car or any other piece of equipment, and therefore qualified as switching and so required the use of at least three members of a crew. The rear trainman should have been called at the same time as the other crew members, they concluded.

The company, in its contention, emphasized that the clause cited by the employees explicitly stated that switching did not include taking locomotive to or from shop or tie-up track, and defined switching as picking up a car, or cars, or doubling over train. Because none of these latter operations had been performed, and no switching had been done, and because members of a crew could be used individually for service incidental to their own train prior to departure from the initial terminal, the company contended that the requirement for the three-man crew did not apply in this case.

Both parties to the dispute appeared before the Board and submitted further written and/or oral evidence.

The contention of the employees that handling of dead diesel units constituted switching was not sustained. The Board added, however, that handling of a car or cars not associated with the operational function of the locomotive to or from the shop or tie-up tract is interpreted as switching.

Case No. 795—*Dispute between Canadian National Railways (St. Lawrence Region) and Order of Railroad Telegraphers over a request for reinstatement of a train dispatcher demoted because of an irregularity in his issuance of a train order.*

A train dispatcher was demoted to the class of operator because of an irregularity in his issuance of a train order. In his order permitting a westbound Maine Central train to leave Groveton, a Canadian National Railways station, he did not include instructions that it meet an eastbound train that was overdue and had not yet reached that station. This omission set up a potential head-on collision, the company said. (The Maine Central Railroad had been granted running rights on Canadian National trackage for a distance of 12½ miles, beginning at Groveton.)

The order read: "All superior trains due at Groveton before 4.20 p.m. have arrived and left." The company said it should have read: "All superior trains due to Groveton before 4.25 p.m. have arrived and left, except train 490 [the overdue eastbound train]."

The employees objected to the use of numerous "interpretations" of the Uniform Code of Operating Rules, interpretations that were made by a committee on which the dispatchers, those charged with the responsibility of carrying out the rules, had no representation.

It was the union's belief that inasmuch as the railway withdrew a rule that had provided protection against incidents such as that figuring in this dispute, it was itself responsible for placing the additional responsibility on a dispatcher "located some 175 miles away."

In addition, the employee organization contended that the fact that the Maine Central Railway discharged the crew of its train involved in the incident showed that they, not the dispatcher, were held solely responsible for failure to clear train 490 at Groveton.

The union doubted that the dispatcher merited any discipline at all. The demotion had extended 19 months at the time the submission to the Board was prepared, and had now become "excessive," the union said asking that it be "terminated forthwith" and the dispatcher restored to his former classification.

The company contended that the dispatcher "had a responsibility to and was required to be fully conversant with the operating rules and interpretations. To deny knowledge of the rules or interpretations was a negation of this responsibility.

"Mishandling of train orders is a very serious offense and cannot be tolerated. The company would not be discharging its responsibility for public safety if it permitted [the dispatcher] to return to his former position."

Both parties presented additional oral evidence before the Board.

The contention of the employees was not sustained. The Board recommended, however, that the company review its practices concerning the issuance of rules and instructions.

LABOUR LAW

Legal Decisions Affecting Labour

Manitoba Court of Appeal refuses a stay of the taking of representation vote. In decisions regarding unfair labour practices charges, Saskatchewan Court of Appeal quashes one Labour Relations Board order, upholds another ruling

In Manitoba, the Court of Appeal has dismissed a motion for a stay of the taking of a representation vote, and ordered the vote to proceed in its ordinary course, while an appeal challenging the legality of the Labour Board's representation vote order was pending.

In Saskatchewan, the Court of Appeal, absolving an employer from an unfair labour practice charge, held that under the Saskatchewan Trade Union Act, the assignment of wages for check-off purposes is a matter between the employer and his employees, and an employee has a right to revoke such an authorization at any time before the union dues deduction cards deposited with the union reach the employer.

In another decision, the Court of Appeal, upholding the Labour Relations Board's ruling regarding an unfair labour practice, maintained the principle of finality of the Board's decision where the Board had not exceeded its jurisdiction and where there was no error in law on the face of the record.

Manitoba Court of Appeal...

...refuses to stay taking of representation vote while appeal from Labour Board's order pending

On April 9, 1962, Chief Justice Miller of the Manitoba Court of Appeal ruled that the Manitoba Labour Board should proceed with the taking of a representation vote while an appeal was pending from the refusal by Mr. Justice Maybank to quash the Board's order directing a representation vote. The Court ruled that, in the interest of industrial peace, the taking of the vote should proceed despite the appeal.

Thompson and District Local 1026 of the International Union of Mine, Mill and Smelter Workers had been a certified bargaining agent for the International Nickel Co. of Canada Ltd. at Thompson, Man.

On application by Local 6166 of the United Steelworkers of America, the Manitoba Labour Relations Board ordered a representation vote to be taken at the Thompson plant in order to determine which of the two unions should be the bargaining agent for the employees.

The Mine-Mill local challenged the legality of the Board's order by applying for a writ of prohibition with *certiorari* in aid; the application was refused by Mr. Justice Maybank. Then the local appealed Mr. Justice Maybank's ruling and, while the appeal was pending, sought a stay of the taking of the representation vote. The latter motion was dealt with by Chief Justice Miller of the Court of Appeal.

Local 1026 argued that the taking of the vote pending its appeal would be detrimental to its cause and would handicap the union in its position as bargaining agent.

The company supported the application for a stay on the ground that a vote would disturb the contractual relationship and delay dealings between the company and the certified bargaining agent, and would also disturb the labour peace.

Further, the company argued that if the vote was taken and counted, and if the Steelworkers union was successful in the vote, it would place Local 1026 as the certified bargaining agent, the company and the employees in an extremely difficult position until the final disposition of pending litigation occurred. Even if the vote was taken and the votes not counted until after the hearing of the appeal, there would be unrest and uncertainty among the employees.

The Steelworkers union, on the other hand, contended that the only people prejudiced by delay in taking the vote were approximately 1,400 employees who had indicated that they wanted the Steelworkers union to be their bargaining agent,

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

and who had made an application to the Manitoba Labour Board accordingly. Also, this union argued that once the ballot was taken and the votes were in the ballot box, the men would settle down, awaiting results of the litigation.

Chief Justice Miller was of the opinion that the vote of the employees should be taken as soon as possible. As to whether or not it should be ordered that the ballot box be sealed and held with the votes uncounted until after the disposition of the case, he saw no advantage to anyone in holding up the determination of what was the will of the workers themselves.

Chief Justice Miller realized that, if the Steelworkers won the votes of the majority of the electorate, it would be difficult for the other union, which actually was the bargaining agent, to function; but he thought that that situation was a lesser evil than the continued uncertainty among the workers, even though the vote might be useless if the Court of Appeal reversed Mr. Justice Maybank's judgment.

The motion for stay of the representation vote was dismissed. *Thompson et al v. Manitoba Labour Board,* (1962), 39 W.W.R., Part 3, p. 131.

Saskatchewan Court of Appeal...

...finds company not guilty of unfair practices when it refused to deduct union dues from wages

On May 4, 1962, the Saskatchewan Court of Appeal, in *certiorari* proceedings, quashed an order of the Labour Relations Board and held that the company was not guilty of unfair labour practice when, on request of some employees, it refused to deduct their union dues from their wages.

In April 1961, the Retail, Wholesale and Department Store Union applied to the Labour Relations Board for an order determining whether an unfair labour practice had been engaged in by the employer, Army & Navy Department Store Ltd.

The union claimed to be the duly certified bargaining agent for the employees; that on March 29, 1961, it delivered to the employer 72 cards signed by the 72 employees, each requesting that the employer deduct from the earnings of each of the employees the union dues and pay the same to the union; that the employer failed to make such payments in respect of certain employees contrary to Section 25 of the Saskatchewan Trade Union Act and thereby engaged in an unfair labour practice.

In an order dated May 17, 1961, the Labour Relations Board found that, on March 29, the union delivered to the employer 72 cards signed by employees requesting that the employer deduct from the earnings of each employee his respective union dues, and that the union requested the company to pay to the union, out of the wages and other earnings due to each employee who so requested in writing, the union dues as provided in Section 25 of the Act. Further, the Board found that, on March 14, 1961, the company received a notice in writing from 44 of its employees, which read as follows:

> We, the undersigned employees of Army & Navy Dept. Store Ltd., Regina, Sask., hereby notify our employer, Army & Navy Dept. Store Ltd., to refrain from deducting union dues from our earnings and to pay same over to the Retail, Wholesale and Department Store Union AFL-CIO/CLC or any other union, and any authority for such deduction from our earnings, heretofore given, is by this instrument absolutely revoked.

The Board found that in view of this notice, the company failed to make deductions or payments, and intimated its intention not to do so in the future, in view of cancellation and withdrawal of authority to deduct dues. The findings of the Board were that the company did engage in an unfair labour practice within the meaning of Section 25 of the Act by failing and refusing to deduct the union dues of certain employees in accordance with their signed dues deduction cards, and ordered the company to refrain from engaging in this unfair labour practice.

After this, the company applied to the court on *certiorari* to quash the Board's order, on the ground, among others, that the Labour Relations Board, having found that on March 14 the employer had received notice in writing from some 44 employees revoking the authority for deducting union dues, erred in law in holding that the withdrawal by the said employees of their request to have their union dues deducted from their wages was ineffective and such error in law was apparent on the face of the record.

Mr. Justice Culliton, who delivered the judgment of the Court, noted that the 44 employees whose union dues the company failed to deduct were those who, on March 14 revoked the authority to deduct the union dues and they were included among the 72 employees who had signed deduction cards. Although there was no indication of the date when the deduction cards were signed, it was apparent, in Mr. Justice Culliton's view, that these cards were signed at some time prior to March 14, and the only authorization that the 44 employees desired to revoke in their letter of March 14 was that contained in the deduction cards.

Then the question before the Court was, did the Board err in law in finding that a request in writing had been made by the 44 employees to deduct union dues as required by Section 25 of the Act?

Section 25 of the Trade Union Act is as follows:

S. 25. Upon the request in writing of any employee, and upon request of a trade union representing the majority of employees in any bargaining unit of his employees, the employer shall deduct and pay in periodic payments out of the wages due to such employee, to the person designated by the trade union to receive the same, the union dues of such employee, and the employer shall furnish to such trade union the names of the employees who have given such authority. Failure to make payments and furnish information required by this section shall be an unfair labour practice.

In Mr. Justice Culliton's opinion, under Section 25, no right exists in the union to demand payment of union dues, nor does any obligation rest upon the employer to deduct the dues until the employer receives from the employees a request in writing authorizing such deduction. The handing over to the union by a group of employees requests in writing to the employer to deduct union dues creates no right in the union. Rights accrue to the union only after delivery of such requests to the employer.

Section 25 contemplates that the request of an employee shall be a matter between himself and the employer. In the situation under review, the union could have been no more than an agent of the employees for delivery of the cards to the employer. That being so, there remained in the employees a complete right of revocation at any time before delivery of the cards to the employer.

In Mr. Justice Culliton's view, delivery of the letter of March 14 to the employer before delivery of the cards nullified and abrogated the authority contained in the cards, just as in the law of contract the revocation of an offer before acceptance nullifies the offer.

In his opinion, the Board erred in law in not holding, in respect to the 44 employees, that the request for deduction of union dues presented to the employer on March 29 had been revoked and abrogated by the letter of March 14 and therefore no valid request in writing to the employer to deduct union dues had ever been given by the said 44 employees as required by Section 25 of the Act.

The Court held that the error in law was apparent on the face of the record and the order of the Board was to be quashed. *Regina v. Labour Relations Board of Saskatchewan, ex parte Army & Navy Department Store Ltd.*, (1962), 34 D.L.R. (2d), Part 2, p. 149.

Saskatchewan Court of Appeal...

...upholds Labour Relations Board's ruling that employer was guilty of unfair labour practices

On May 4, 1962, the Saskatchewan Court of Appeal, in *certiorari* proceedings, upheld the Labour Relations Board's finding that an employer was guilty of unfair labour practice under the Saskatchewan Trade Union Act. The Court held that, by virtue of Section 17 of the Act, the decisions of the Board are not reviewable by the Court unless the Board exceeded its jurisdiction or the Board's decision showed an error on the face of the record. Further, the Court held that the Board is not required to record the evidence upon which findings are based, nor may the Court look at the evidence.

On May 13, 1961, the Labour Relations Board issued a finding that Tag's Plumbing and Heating Ltd. had been engaging in unfair labour practices within the meaning of Section 8 (1) (a), (e) and (f) of the Trade Union Act, and ordered the company to refrain from engaging in the said unfair labour practices.

The company, on *certiorari*, applied to the Court to quash the Board's order on the following grounds:

1. The Board was without jurisdiction to make the order as the union involved (Rock, Tunnel and Potash Workers Union, Local 877) came into existence on November 30, 1960, and therefore was not a trade union "directly concerned" as provided by Reg. 3 of the Rules and Regulations of the Labour Relations Board, as it was not in existence at the time the alleged offences took place in July and August 1960.

2. The Board was without jurisdiction to make order within Section 8 (1) (a) because the alleged unfair labour practices were not made in respect of employees as defined by Section 2, para. 5 of the Act.

3. The Board erred in finding that the company "continues to engage in unfair labour practices" and such error was apparent on the face of the record.

4. The Board was without jurisdiction in ordering and requiring the company "to refrain from engaging in the unfair labour practices" as the order was issued in connection with the events which took place in the fall of 1960 and were not of a continuing nature; the Board had no jurisdiction to order and require an employer to refrain from engaging in an unfair labour practice which has not yet taken place and such error was apparent on the face of the record.

5. The Board, on the basis of the evidence referred to in the order, was in error in finding unfair labour practices under Section 8 (1) (e) and such error was apparent on the face of the record.

6. The Board erred in law in finding unfair labour practices under Section 8 (1) (f) in that it failed to inquire into evidence that the company had required, as a condition of employment, that any person should abstain

from joining or assisting or being active in a trade union, and such error was apparent on the face of the record.

7. The Board, having found that the union "is a trade union," erred in law in finding that the company did "interfere with the employees in the exercise of their right to organize and to form the respondent union," and such error of law was apparent on the face of the record.

8. The Board erred in law in finding that the company intertered with the employees in their right to bargain collectively through the representatives of their choice without first finding that it was an appropriate unit for bargaining collectively, and that such failure was a declining of jurisdiction by the Board and was apparent on the face of the record.

Counsel for the union and the Board argued that, because of the privative clause in the Act, *certiorari* did not lie to quash the order. Further, they submitted that the order and determination made by the Board were within the Board's jurisdiction and, even if the Board did err in either law or fact when acting within its jurisdiction, unless the error in law was apparent on the face of the record, *certiorari* could not be granted to quash the order. An error in law in respect of jurisdiction would have to be an error in law by the Board on some extrinsic or collateral matter upon which the jurisdiction of the Board was dependent.

Section 17 of the Saskatchewan Trade Union Act is as follows:

S. 17. There shall be no appeal from an order or decision of the Board under this Act, and the Board shall have full power to determine any question of fact necessary to its jurisdiction, and its proceedings, orders and decisions shall not be reviewable by any court of law or by any *certiorari, mandamus,* prohibition, injunction or other proceeding whatever.

Mr. Justice Culliton, who delivered the judgment of the Court, was of the opinion that, where there is such a privative clause, the law is well settled and the Court, in *certiorari* proceedings, is restricted to determining whether or not the inferior court or tribunal acted within its jurisdiction (including matters akin thereto, such as bias, denial of natural justice and fraud) or whether there was error on the face of the record. The problem that confronts the Court when the Board errs is whether the error is one going to jurisdiction or one on an issue within its jurisdiction.

Next, Mr. Justice Culliton dealt with grounds 1 and 2 of the application, where the company alleged that the Board was without jurisdiction to make the order, as the union was not in existence at the time of the happening of the alleged offences and therefore was not a trade union "directly concerned" as provided by Reg. 3 of the Rules and Regulations, and that the evidence established that the allegations were not made in respect of "employees" as defined by Section 2, Para. 5 of the Act.

Regulation 3 (1) of the Rules and Regulations of the Labour Relations Board is as follows:

3 (1). Any trade union, any employer or any person directly concerned may apply to the Board for an order requiring any person to refrain from violations of the Act or from engaging in any unfair labour practice.

The union alleged that for some time members of the union and employees of the employer had been attempting to organize into a trade union for the purpose of collective bargaining, and the employer had from time to time conducted interrogations of its employees with a view to determining whether or not employees were participating in the activity of the union.

In Mr. Justice Culliton's opinion, these allegations, if correct, clearly established the union as one "directly concerned." It was for the Board to find whether the trade union was one directly concerned, and having done so, it was not a matter subject to review by the Court. It was for the Board, too, to decide the effect, if any, to be given to the fact as to the date the union received its charter.

It was for the Board, Mr. Justice Culliton continued, to determine whether the employer had interfered with the employees in the exercise of their rights to organize and form a trade union; or had discriminated in regard to hiring prospective employees with a view to discouraging membership or activity in a trade union, or had required, as a condition precedent of employment, that employees or prospective employees should abstain from joining or assisting or being active in a trade union.

To carry out this duty, the Board had to decide the status of the individuals concerned, that is, whether they were employees within the meaning of the Act. This, again, was a matter wholly within the Board's jurisdiction, and its determination could not be questioned by the Court. The Court, under these circumstances, had no right to look at the evidence, Mr. Justice Culliton added.

Dealing with the company's contentions, listed as grounds 3 to 7, all of which alleged error in law apparent on the face of the record, Mr. Justice Culliton was of the opinion that the findings of the Board complained of in these various grounds were findings that it was within the Board's jurisdiction to make. The allegation of error in law on the face of the record can only be substantiated if the Board is bound

not only to record its findings, but also the evidence upon which the findings were based. The company argued that it was the duty of the Board to find the facts and to record them, and this the Board had failed to do.

In support of this submission, counsel for the company referred to the statement of MacDonald, J. A., who, in delivering the judgment in *John East Iron Works Ltd. v. Labour Relations Board of Sask.* (1949), 3 D.L.R. 51 at p. 58, said: "Not only is it the duty of the Board to find the necessary facts but it is also its duty to record them."

Mr. Justice Culliton did not construe this statement as a requirement that the Board record the evidence upon which its findings are based. In the order under review, the Board found and recorded the facts of the company's interference with the employees' attempt to organize into a trade union and the company's discrimination in regard to hiring or tenure of employment with a view to discouraging membership or activity in or for labour organizations.

Such a finding and recording, in Mr. Justice Culliton's opinion, completely satisfied the requirements both of the Act and of the directions of MacDonald, J. A. As, in his opinion, no error was apparent on the face of the record, and the findings attacked in grounds 3 to 7 were within the Board's jurisdiction, the Court could not review the evidence as to whether they were made correctly or erroneously.

As to the company's contention listed as ground No. 8 in the application, Mr. Justice Culliton held that there is nothing in the Act requiring the Board to determine, before making the order, that the trade union represented a majority of the employees or that it was a unit appropriate for bargaining collectively. In his view, to review the order of the Board on the grounds upon which it was attacked, the Court would be exercising an appellate and not a supervisory jurisdiction.

The Court dismissed the company's application and upheld the Board's order. *Regina v. Labour Relations Board of Saskatchewan, ex parte Tag's Plumbing and Heating Limited,* (1962), 34 D.L.R. (2d), Part 2, p. 128.

Recent Regulations under Provincial Legislation

Quebec issues special minimum wage order for sawmill employees. Ontario lays down safety rules governing exploration, drilling and production of gas and oil

In Quebec, a new minimum wage order for the sawmill industry set a general minimum of $1.10 an hour for employees in Zone I and of $1 an hour for employees in Zone II, with special rates for certain categories of workers.

Amendments to the regulations under the Ontario Energy Act governing the exploration, drilling and production of gas and oil lay down new safety rules for employers and employees.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission recently issued a special order for the sawmill industry, which set a general minimum of $1.10 an hour for employees in Zone I and of $1 an hour for those in Zone II. Previously, these employees were subject to Order 4, 1960, the general order covering the majority of unorganized workers in the province, which provides for a minimum wage of 70 cents an hour in Zone I and of 64 cents in Zone II.

The new order, No. 30, 1962, went into effect on October 6, the date of publication, and will remain in force until May 1, 1964.

Coverage

The new order covers all sawmill workers except employees subject to a decree under the Collective Agreement Act, the employer's consort, members of the clergy or of a religious order and employees of a non-profit organization. Employees in sawmills producing lumber used exclusively in logging operations are also exempt, as they come under the forestry order (No. 39, 1962).

For purposes of the order, "sawmill" means any establishment where the sawing, ripping, working, planing, drying, piling or shipping of lumber and related operations are carried on, including portable sawmills. The order does not cover persons engaged in the joining of wood.

Zones

As has been indicated, rates are set on a zone basis. Zone I comprises Metropolitan Montreal, which includes the Island of Montreal, Ile Jésus, Ile Bizard and the County of Chambly. Zone II covers the rest of the province.

Hours

The regular work week for sawmill employees is 54 hours, except in the case of a few categories of workers who are deemed to have no regular work week and are therefore not entitled to overtime. These are: cooks and their helpers, caretakers who are provided with board, and watchmen who are not stationary engineers or firemen.

Minimum Rates and Overtime

The new minimum rates—$1.10 an hour in Zone I and $1 in Zone II—apply to all sawmill employees except a few classes of workers for whom special rates are set. Machinists, sawfilers, stationary engineers, firemen and machine operators must be paid at least $1.25 an hour in Zone I and $1.15 in Zone II.

The minimum for employees under 18 years of age and for handicapped workers is 70 cents an hour in Zone I and 65 cents in Zone II. Caretakers continuously supervising their employer's establishments who are provided with free board and lodging on the premises must be paid at least $65 a week in Zone I and $60 in Zone II.

Every employee called to work less than the regular working day must receive at least three hours pay at the applicable minimum rate unless he refuses to do the work required of him.

Every employee with a regular work week must be paid time and one-half the minimum for overtime work. However, employees paid on fixed weekly basis who receive $65 or more a week in Zone I and $60 in Zone II are not entitled to overtime.

Deductions

If board and lodging are provided by the employer, the maximum charge permitted is $1.65 a day or 55 cents a meal. Charges for the rental or use of bedding are expressly forbidden.

As in other orders, deductions from the minimum wage are prohibited unless imposed by an Act or court order.

Weekly Rest and Vacations

All sawmill workers must be given a weekly rest of 24 consecutive hours or two periods of 18 hours each. They are also entitled to the vacation benefits provided in the vacation order (No. 3, 1962).

Records, Earnings Statements

Employers are required to keep records showing the following particulars with respect to each employee: name, age and address, occupation, date of commencement of employment, pay period, hours of beginning and finishing work, total number of hours worked, overtime hours, wage rate, gross wages, deductions, take-home pay and particulars regarding vacations prescribed by the vacation order. Particulars as to hours and overtime need not be recorded for employees paid a fixed weekly wage who receive $65 or more a week in Zone I or $60 in Zone II.

On pay day, every employee must be given a pay statement giving the employer's name and the following other information: the employee's name, the pay period, total number of hours worked by the employee with overtime shown separately, his wage rate and gross wages, deductions and take-home pay. Particulars regarding hours and overtime need not be shown if an employee is paid on a fixed weekly, monthly or yearly basis and receives $65 or more a week in Zone I and $60 in Zone II.

Ontario Energy Act

Among other changes, new regulations under the Ontario Energy Act governing the exploration, drilling and production of gas and oil set out a new safety code for employers and employees. The new regulations, which amend O. Reg. 156/61, were gazetted on September 8 as O. Reg. 220/62 and O. Reg. 221/62.

The regulations now place a specific obligation on employers and workmen to obey the new safety code. Every owner or operator of a drilling rig must enforce the new safety requirements and ensure their observance by all his employees. If the owner or operator of a drilling rig permits only his employees, inspectors and other authorized persons to be admitted to the drilling rig or well site, he must post a notice to this effect. Every workman must perform his duties in accordance with whatever rules apply to his work.

No drilling rig, machinery, tool or other equipment may be used if it is unsafe, or is not constructed or operated safely. Tools and equipment must be kept in good repair. On drilling rigs, all chain drives, belt drives, pinions, gears, couplings and other moving parts must be effectively guarded.

A further provision prohibits the commencement of spudding or drilling until all moving parts of machinery used in these operations are guarded and all necessary floors, stairways and handrails are installed.

Another related provision specifies that every drilling rig floor must have an exit on at least two sides; exit doors must open outward and be unlocked when workmen are employed on the drilling floor. Every floor, walk, ladder or platform must be properly constructed of sound material and kept in good condition. All platforms

(*Continued on page 1302*)

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of August was lowest August total since 1956 and was 13 per cent below total for August 1961 Total of initial and renewal claims during month also drops, statistics* show

Claimants for unemployment insurance benefit numbered 198,700 on August 31. This figure is the lowest total for August since 1956, and is some 30,000, or about 13 per cent, below that of August last year. It is also a little more than 6 per cent below the July total of 212,000.

Almost two thirds of the claimants were men, a proportion that was almost unchanged from that of the previous month and that of August 31, 1961.

Of those on continuous claim for four weeks or less, 70 per cent were men; of those on continuous claim for a longer period, 61 per cent.

Initial and Renewal Claims

Initial and renewal claims filed at local offices in August numbered 98,800, which was 13,600, or 12 per cent, below the July total, and nearly 20 per cent below the total of August last year.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in August was estimated at 157,100, compared with 150,400 in July and 186,600 in August 1961.

Payments during the month amounted to $15,900,000, which was almost 10 per cent more than in July but 15 per cent less than the total paid in August 1961.

The increase in payments, in contrast to the decline in the number of claimants and claims filed, is the result of a lag in the receipt of data on payments. Payments are counted in the month in which the duplicate payment vouchers are received in the Treasury offices of the Unemployment Insurance Commission for accounting purposes, but the unemployment to which they apply may have occurred before that month.

See Tables E-1 to E-4, p. 1323.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

The average weekly benefit payment was $22.97 in August, $22.98 in July and $22.98 in August 1961.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August showed that insurance books or contribution cards had been issued to 4,557,681 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1.

At August 31, registered employers numbered 337,730, an increase of 1,173 since July 31.

Enforcement Statistics

During August, 8,046 investigations were conducted by enforcement officers across Canada. Of these, 4,946 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 143 were miscellaneous investigations. The remaining 2,957 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 187 cases, 82 against employers and 105 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,590.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in August totalled $30,483,837.79, compared with $31,095,690.37 in July and $28,939,859.40 in August 1961.

Benefits paid in August totalled $15,878,046.40, compared with $14,511,555.80 in July and $18,865,698.04 in August 1961.

The balance in the Unemployment Insurance Fund on August 31 was $59,833,764.42; on July 31 it was $45,227,973.03 and on August 31, 1961 it was $130,846,070.49.

Monthly Report on the Operations of the National Employment Service

In the first nine months of 1962, more than 1,000,000 placements were effected through the local offices of the National Employment Service. The million mark in placements was reached two months earlier than last year.

The cumulative total was 21.9 per cent higher than that for the corresponding period of 1961. The 1962 nine-month total is also higher than the corresponding period in any previous year since 1945.

Some 134,300 placements were made during September alone, an increase of 12.6 per cent over September 1961, and higher than in any previous September since 1944. Placements of men amounted to some 91,600, up over last year by 14.0 per cent; placements of women rose by 9.7 per cent to 42,700.

Some 15,000 of the placements effected during September involved the movement of workers from one local office area to another, through the clearance facilities of the National Employment Service. This was a considerably higher number than during August as a result of the large-scale movement of harvest workers that normally occurs during September. It was also higher than a year ago.

Regionally, the following percentage change in total placements occurred from September 1961:

Atlantic	+ 5.5
Quebec	+14.0
Ontario	+13.7
Prairie	+10.1
Pacific	+14.7

Vacancies notified by employers during September followed a pattern very similar to that of placements. A total of 147,000 vacancies was recorded, a number 12.5 per cent higher than that a year ago. Vacancies for men showed a stronger rate of increase than those for women.

During the first nine months of 1962, a total of more than 1,178,000 vacancies were notified to NES local offices, a higher total than that for the corresponding period in any year since 1947.

Decision of the Umpire under the Unemployment Insurance Act

Decision CUB 2039, August 29, 1962

Summary of the Main Facts: The claimant, who became 65 years of age on January 26, 1962, made an initial application for unemployment insurance benefit on January 8, 1962. He stated that he had been employed by the XYZ Railways from 1944 to January 7, 1962. He was a stationary engineer.

The claimant stated also that he was released because he had reached the retirement age, while the employer said that he was "retired on pension." The employer also indicated that the claimant would receive "vacation allowance from January 10 to January 31, 1962 (16 days)." Further information received from the payroll department of the employer confirmed that the claimant was paid holiday pay for 128 hours at $2.033 an hour or a total of $260.22. His normal working week consisted of eight hours a day, five days a week, and his daily rate of pay was $16.26.

On the evidence before him, the insurance officer notified the claimant on February 19 that he was disqualified and that

*These do not necessarily relate to the investigations conducted during this period.

benefit was suspended from January 7 to January 27, 1962, inclusive, for the following reasons:

You were in receipt of your usual remuneration for full working weeks while your contract of service continued, and have therefore not proven that you were unemployed, as required by Section 57 (1) of the Unemployment Insurance Act and Regulation 155 (5).

The claimant was also notified that his earnings for the week commencing January 28, 1962, were determined to be $16.26 (Regulations 172 and 173 of the Act).

The claimant appealed to the board of referees on February 23, 1962, and said:

I wish to appeal the decision of the insurance officer in the above-noted claim inasmuch as the decision was rendered under Regulation 155 and not Section 172 . . .

The hearing by the board of referees, on March 27, was attended by the claimant and his representative, who submitted a brief which reads:

There are two questions before the board:

1. Has the claimant proven that he was unemployed from the 7th January, 1962, to 27th January, 1962, while in receipt of his usual remuneration while under contract of service with his former employer?
2. Was the determination of earnings as shown in Exhibit 4 properly made?

The second question is dependent upon a negative answer to the first. If the claimant was unemployed, had no earnings within the meaning of the Act, the second question cannot be asked. Moreover, the first question is tendentious in its wording as it states the claimant was in receipt of his usual remuneration. I contend that the claimant was not in receipt of his usual remuneration within the meaning of the Act.

I wish to submit on behalf of the claimant that his case should have been decided under Regulation 172 (2) and not under Regulation 155 (5), and that the relevant Umpire decision is CUB 1777 and not CUB 1869.

1. Regulation 172 (2) states "For the purpose of Subsection (1) (i.e., for the purpose of determination of 'earnings of a claimant to be taken into account . . . for all other purposes related to entitlement to benefit' . . .) that portion of the income of a claimant that is derived from any of the following sources shall *not* be considered as earnings:

> . . . (g) holiday pay or credits, other than for any day described in Subsection (7) of Section 173 (i.e., . . . a holiday or non-working day observed as such by law, custom or agreement, or for holidays or non-working days attendant upon a holiday or non-working day as mentioned in Section 156—('general continuous holiday')), payable to a claimant at the time of, or after, his separation from employment, or prior thereto in contemplation of the separation, unless there is a general continuous holiday occurring at the place where he was employed . . ."

Under Regulation 172 (2) I submit that holiday pay should not be considered as earnings for the purpose of determining entitlement to benefit.

2. I submit further that the relevant Umpire decision is CUB 1777. In this case, dated September 29, 1960, holiday pay of a maintenance mechanic accumulated over three years was ruled to be earnings by insurance officers. The claimant appealed.

The board of referees ruled that holiday pay constituted earnings up to March 26, 1960, but did *not* constitute earnings as of March 27, 1960, the effective date of amendments to the Unemployment Insurance Act and Regulations. The Board of referees declared in its decision: "In respect of the item $27.03 for the week commencing 27 March 1960, this amount is not earnings, in accordance with the amendment to Regulation 172, effective 27 March 1960."

The claimant appealed with respect to holiday pay prior to 27 March 1960. The Umpire dismissed the appeal and upheld the decision of the board of referees that holiday pay was earnings to 26 March 1960, but not earnings as of 27 March 1960.

3. I wish to submit further that CUB 1869 is not pertinent to this case, as in that case Regulation 172 was not before the Umpire and not involved in any way. The claimant on that occasion did not dispute the disposition of his case under Regulation 155.

4. I wish to submit finally that in the latest identical case which we have appealed to a board of referees (Claim No. 512-D-16344), which was heard on 20 March, 1962, the board ruled as follows:

"Conclusion:

> The board is of the opinion that the claimant has proven that he was unemployed from the 28 January 1962, to the 26 February 1962, inclusive, within the meaning of the Act, and that the submissions of the claimant that Section 172 (2) (g) and CUB 1777 properly apply in this case, and that on the evidence, the vacation pay should not be considered as earnings.

Decision:

> The decision of the insurance officer is reversed and the appeal of the claimant is allowed."

The unanimous decision of the board of referees, which allowed the appeal and reversed the decision of the insurance officer, reads:

. . . We propose to consider this problem under three separate questions, namely, contract, regulations, i.e., regulations 155 (5), 172 and 173, the reported cases CUB 1869 and CUB 1777.

Contract—The claimant was employed by the [XYZ Railways] for approximately 18 years, ending 7 January 1962, at which time he was retired. It is our submission that his contract ended on this date, and any benefits derived therefrom after 7 January 1962 were paid him as a result of hours worked prior to 7 January 1962. On a pure contract basis, consideration must flow from both parties, i.e., for work done by the claimant he is paid wages and the benefits which he derived after 7 January accrued to him after his period of employment. The company could not demand, as a right, any further work from him after 7 January, however he could demand as a right the payment of vacation pay accrued prior to 7 January 1962. This payment could not be construed in any way as a bonus.

Regulations—We submit that Regulation 155 (5) and Regulation 172 (2) (g) must be read together in this case, otherwise they contravene the intention of Parliament. We submit that 155 (5) could be considered as a section to cover a claimant who is being paid wages in contemplation of his return to work,

which is not the case under consideration. Regulation 172 (2) (g) clearly states that holiday pay shall not be considered as earnings, with one exception, and we submit that this exception is not applicable to this case. In summary, we submit that this man received vacation pay within the meaning of 172 (2) (g), which accrued to him prior to 7 January 1962 and cannot be considered as earnings for the purposes of the Act.

Reported Cases—The insurance officer has referred us to CUB 1869 and we submit with all respect that the Umpire did not consider regulation 172 (2) (g). The claimant's representative referred us to CUB 1777 and it is interesting to note that vacation pay prior to 27 March 1960, the date of the amendment of the regulation, was considered as earnings. However, the Umpire allowed the appeal of the claimant after the amendment, and therefore classified vacation pay as, not being earnings within the meaning of the Act. We submit that CUB 1777 more clearly indicates the intention of Parliament and follows the regulations as set forth, than does CUB 1869.

Conclusion:

For the above reasons, we hold unanimously that the claimant has proven that he was unemployed from 7 January 1962 to 27 January 1962, and further, that the determination of earnings as shown in Exhibit 4 are not properly made in that they should be designated as vacation pay pursuant to regulation 172 (2) (g) and therefore excepted . . .

The insurance officer appealed to the Umpire and said:

. . . 4. It is the recognized practice of the [XYZ Railways] to place its employees on holidays with full pay prior to terminating their employment at the time of their retirement. As retirement occurs at the end of the month in which the employee reaches his 65th birthday, the company places the employee on holidays as from a date that enables him to use up his holiday credits prior to the end of such month. His railway pension commences at the beginning of the following month.

5. A claimant who, in respect of a week during which his contract of service continues, receives his usual remuneration for a full working week, [and] is considered as fully working during that week notwithstanding that he may be excused from the performance of his normal duties or does not in fact have any particular duties to perform at that time. It follows, therefore, that if a claimant is not working but is receiving his usual remuneration, he cannot prove unemployment within the meaning of Section 57 (1) of the Act and Regulation 155 (5).

6. It is clear that the claimant . . . was in fact placed on holidays for the period 8 January to 31 January 1962, so that his employment terminated on 31 January 1962 only. His contract of service was continuing with full pay until 31 January 1962 and, therefore, he was not in the position of receiving holiday pay at separation in lieu of holidays not taken during employment.

7. The insurance officer invited the board's attention to CUB 1869, which covers a similar case of a railway employee who was retired on pension and who was considered as not unemployed while in receipt of his vacation pay prior to being placed on pension. However, the board chose to apply CUB 1777, which was referred to them by the claimant's union representative. CUB 1777 deals with a case where vacation pay was paid at the termination of the claimant's contract of service in lieu of holiday credits not used up prior to termination (Regulation 172 (2) (g)), and has no application in the . . . case.

8. It is submitted that the board of referees erred in its interpretation of the law and in allowing the claimant's appeal. It is respectfully submitted that the board of referees' decision should be reversed.

The brotherhood involved requested an oral hearing before the Umpire, which was held . . . on August 24, 1962. Mr. A represented the claimant and was assisted by Mr. B....., of the . . . Congress. Mr. C....., assistant legal adviser, and Mr. D....., an insurance officer, represented the Commission.

During the hearing, Mr. A....., the claimant's representative, produced a document which reads in part:

XYZ Railways
..... Area
Office of Supt. Equipment,
..... November 24, 1961

Bulletin ... to Classified and Unclassified Labourers—former . . . District

The following job or position is vacant and applications for same will be received in the office of the undersigned on Form . . . up to 12.00 noon, Tuesday, December 5, 1961.

Item 1—One only Stationary Engineer . . . Power Plant, rate $2.033 per hour. Monday and Tuesday assigned days off. To work as follows:

Wednesday—8.00 a.m. to 4.00 p.m.
Thursday, Friday, Saturday and Sunday—12.01 a.m. to 8.00 a.m.
Effective January 10, 1962.
[Claimant] retired.

Considerations and Conclusions: The primary condition which a claimant must fulfil to be "entitled to be paid benefit in respect of his unemployment" during any week in his benefit period is, according to Section 54 (1) of the Act, to prove that he was unemployed during that week. Consequently, if he fails to do so, he is not entitled to be paid any benefit, and it is self-evident that when a claimant is not entitled to be paid any benefit, the question of whether "earnings" should be deducted therefrom (Section 56 of the Act) does not and cannot arise. As a corollary, all of a claimant's "income arising out of his services for any person," and I mean even the "earnings" which must not be deducted from benefit in accordance with Subsection (2) of Regulation 172, can be used in determining the unemployed status of a claimant, if the Act or the Regulations contain, as in the present case, provisions to that effect.

Section 57 (1) of the Act provides:

For the purposes of this Act, a person is unemployed during a week if he does not work a full working week.

"Full working week" is defined in Regulation 155, and Subsection (5) thereof reads:

A claimant who, in respect of a week during which his contract of service continues, receives or will receive his usual remuneration for a full working week, shall, notwithstanding that he may be excused from the performance of his normal duties or does not in fact have any particular duties to perform at that time, be considered, within the meaning of Section 57 of the Act, as fully working during that week.

Therefore, as the first question to be examined is whether the present claimant has proved that he was unemployed during the period January 7 to January 31, 1962, the question now becomes one of: (a) whether his contract of service continued during that period and (b) whether the claimant received his "usual remuneration for a full working week" in respect of each one of the weeks commencing January 7, January 14, January 21 and January 28, 1962. In other words, the question is whether the claimant was entitled to benefit, *and not* whether his remuneration was or could be considered as earnings under Regulation 172.

Regarding (a) above, the fact that the person who replaced the claimant presumably started to work on January 10, 1962, does not necessarily mean that the claimant was no longer an employee of the [XYZ Railways] as of that date, particularly as there is definite evidence to the contrary. In fact, the employer indicated that the claimant was on vacation during the period in question, and a person on vacation, as a general rule, continues to be under a contract of service. Moreover, during the hearing. [A, the claimant's representative] stated that the time spent on vacation by the claimant counted as part of his period of service. All this and the fact that the claimant received his usual remuneration are, in my opinion, sufficient to prove that the claimant's contract of service continued during the whole of the period in question, and I so decide.

Regarding (b) above, the record shows that the claimant "received his usual remuneration for a full working week" in respect of the weeks commencing January 7, January 14 and January 21, 1962, but he did not receive his usual remuneration in respect of the week commencing January 28, 1962. Consequently, as the claimant was under a contract of service, he shall be considered "as fully working," that is, not unemployed during the first three weeks mentioned above and I so decide also. However, he was not "fully working," that is, he was unemployed during the week commencing January 28, 1962.

As the claimant has proved that he was unemployed during the latter-mentioned week and, therefore, was entitled to be paid benefit in respect of that week, the question to be decided is whether the remuneration in the amount of $16.26, which he received from his employer, was an income coming under Subsection (1) or Subsection (2) of Regulation 172.

Subsection (1) of this Regulation is an all-embracing provision, and holiday pay of any description received by a claimant under any circumstances is obviously an income arising out of his services or of his contract of employment. However, notwithstanding that an income may be of the kind described in that subsection, it does not necessarily mean that it must be considered as earnings, and this applies to holiday pay. In fact, so far as is relevant, Subsection (2) of Regulation 172 reads:

For the purpose of subsection (1) that portion of the income of a claimant that is derived from any of the following sources shall not be considered as earnings:

(g) holiday pay . . . payable to a claimant at the time of, or after, his separation from employment or prior thereto in contemplation of the separation . . .

In the present case, the record shows that the remuneration in the amount of $16.26, which the claimant received from his employer, was holiday pay, and that it was paid to him prior to his separation from employment and in contemplation thereof. Therefore, the holiday pay which the claimant received in respect of the week commencing January 28, 1962, shall not be considered as earnings, and I so decide.

But for what I have just decided in respect of the week commencing January 28, 1962, I consequently allow the insurance officer's appeal.

Immigrants to Canada during the first nine months of 1962 totalled 56,568, a slight increase from the total of 56,168 in the corresponding period of 1961, according to the Department of Citizenship and Immigration.

Of the nine-month total, 28,506 were classed as destined for the labour force, and 28,062 were dependents and others.

An analysis by occupation showed that the largest number of immigrants were classed under manufacturing, mechanical and construction; this group totalled 7,608.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during September

Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 163 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 123 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 116 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Limited and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Post Office and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	181	$923,116.00
Post Office	3	129,475.00
Transport	1	15,975.75

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein, and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during September

During September the sum of $4,130.35 was collected from 10 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to supply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 94 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Crystal City Man: Harris Construction Co Ltd, construction of Crystal City project. *Near Stephenfield Man:* Beattie Ramsay Construction Co Ltd, construction of Stephenfield Dam on Boyne River. *Near Gainsborough Sask:* Harris Construction Co Ltd, construction of dam on Gainsborough Creek. *Near Mankota Sask:* Pedersen Construction Ltd, repairs & improvements to Summercove Dam. *Near Outlook Sask:* Dominion Bridge Co Ltd, supply & installation of tunnel control gates & embedded parts for South Saskatchewan River Dam; Saskatchewan Steel Fabricators Ltd, supply & installation of second stage of tunnel ring beams, South Saskatchewan River Project. *Near Carolside Alta:* Ostberg Construction, construction of Carolside Dam Spillway.

Atomic Energy of Canada Limited

Chalk River Ont: Frankel Steel Construction Ltd, 2nd north extension, Metallurgy Bldg 465. *Whiteshell Man:* Malcolm Construction Co Ltd, construction of powerhouse bldg No 911, Nuclear Research Establishment; Marshall Wells of Canada Ltd, fencing, Nuclear Research Estabishment; Nelson River Construction Ltd, supply & installation of hardstand catch basin & storm drain, Nuclear Research Establishment.

Central Mortgage and Housing Corporation

Greenwood N S: Watkinson Ltd, site improvement for school (DND 11/60), RCAF Station; Watkinson Ltd, site improvement from 200 housing units (DND 12/60). *Halifax N S:* Banfield & Miles, exterior painting of 50 housing units. *New Glasgow, Stellarton & Trenton N S:* Banfield & Miles, exterior painting of 119 housing units. *Fredericton N B:* R L Kilburn Ltd, exterior painting of 154 housing units. *Saint John N B:* Maritime Gardeners Ltd, site improvement for 100 housing units (EP4/59). *Chicoutimi Que:* Peinture & Decoration Enrg, exterior painting of houses (3/49). *Montreal Que:* Edgar Milot Inc, exterior painting at Villeray Terrace Housing Project; Dependable Painting Ltd, interior painting of Cloverdale Park Apts. *Ottawa Ont:* Filterlite Industries Ltd, supply & installation of self-storing aluminum storm windows, Strathcona Heights Housing Project. *Pembroke Ont:* Stanley E Krueger, conversion of gravity type furnaces to forced air burners (CHMC 1/54). *Vancouver B C:* Continental Painters & Decorators, interior decorating of Vancouver Apartments; Neil Mayer Ltd, interior decorating of Vancouver Terraces; Blanchet Bros, interior decorating of New Westminster Apartments.

In addition, the Corporation awarded 13 contracts containing the General Fair Wages clause.

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Department of Citizenship and Immigration

Miramichi Indian Agency N B: A G Kenny, completion of water supply system, Red Bank IR. *Kenora Indian Agency Ont:* T Zelmer Construction Co Ltd, improvements to dormitory washroom facilities, Kenora IRS.

Defence Construction (1951) Limited

Bedford N S: L E Powell & Co Ltd, relocation of railway siding (roadwork, grading, guard house, siding shed), Naval Magazine; The Canada Gunite Co Ltd, repairs to north jetty, Naval Magazine. *Greenwood N S:* Roy V Germain Ltd, ceilometer & transmissometer installation (electrical control distribution system), RCAF Station. *Renous N B:* Diamond Construction (1962) Ltd, repairing & seal coating of asphalt pavement, RCN Ammunition Depot. *St Hubert Que:* Arno Electric Reg'd, ceilometer & transmissometer installation (electrical control distribution system), RCAF Station. *Shirley Bay Ont:* John Inglis Co Ltd, supply & installation of new boiler. Trenton Ont: Hugh Murray Ltd, construction of GCA Bldg, RCAF Station. *Moose Jaw Sask:* Beattie Ramsay Construction Co Ltd, construction of two runways, aprons & connecting taxiways, RCAF Station. *Namao Alta:* Asphalt Services Ltd, reconstruction of roads, curbs, drainage & portions of driveways, RCAF Station. *Ralston Alta:* H J Hare Roofing, re-roofing 93 PMQs; Caproco Corrosion Prevention Ltd, sandblasting & painting, Community Centre, DRB. *Comox B C:* Henry J Kaiser Co (Canada) Ltd, & Gilpin Construction Co Ltd, construction of engine run-up pad & taxiway, RCAF Station. One contract in the restricted category was awarded.

Building and Maintenance

St Hubert Que: Malach Roofing & Flooring Ltd, re-roofing hangar No 10, RCAF Station. *Valcartier Que:* Delphe Maranda Enr, supply & installation of 325 combination storm & screen doors, Camp. *Camp Borden Ont:* Imperial Insulation & Roofing Co, re-roofing of six bldgs, RCAF Station. *Centralia Ont:* Cornell Construction Co Ltd, sand sealing of runways, RCAF Station. *Kingston Ont:* Donald M Hawkins Ltd, exterior painting of 16 bldgs, RMC; T A Andre & Sons Ltd, installation of sprinkler system, stone frigate, RMC. *Rockcliffe Ont:* O'Leary's (1956) Ltd, asphalt repairs, RCAF Station. *Uplands Ont:* Malach Roofing & Flooring Ltd, re-roofing of hangar 12 & Bldg 16, RCAF Station. *Fort Churchill Man:* Alberta Building Co Ltd, repairs to water storage tank. *Portage la Prairie Man:* Superior Roofing Co Ltd, reshingling of three hangars, RCAF Station. *Moose Jaw Sask:* Asphalt Services Ltd, resurfacing of parking areas, RCAF Station. *Cold Lake Alta:* Taylor Decorating Ltd, exterior painting of 215 PMQs, RCAF Station.

In addition, Defence Construction (1951) Ltd awarded one contract containing the General Fair Wages Clause.

Department of Defence Production

Cornwallis N S: L G & M H Smith Ltd, construction of timber-shore protection wall, HMCS *Cornwallis*. *Halifax N S:* John A Kennedy Co Ltd, supply & installation of four condensers outside bldg No 26, Willow Park; James F Lahey Ltd, exterior painting of central heating plant, Bldg 8, Shannon Park Married Quarters. *Sydney N S:* Cabot Construction Co Ltd, repairs to roofs of three bldgs, Point Edward Naval Base. *Moncton N B:* C W Ritchie & Sons Ltd, re-insulation of boilers, piping & tanks & replacement of make-up boiler water tank, Moncton Garrison. *Lac St Denis Que:* Delphis Cote Ltd, roof repairs, Bldg No 8, RCAF Station, Morin Heights. *St Hubert Que:* Canadian Refractories Construction Ltd, repairs to drying beds & digestors, RCAF Station. *Valcartier Que:* Construction Orleans Inc, paving & patching of roads at CARDE. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, exterior painting of 78 PMQs, RCAF Station. *Centralia Ont:* Towland Construction Ltd, resurfacing of parade square, RCAF Station. *Ottawa Ont:* O'Leary's (1956) Ltd, repairing road surfaces, RCAF Station, Uplands. *Winnipeg Man:* Norlen Painting & Decorating, exterior painting of 55 PMQs, Fort Osborne Barracks. *Ralston Alta:* Amalgamated Plastering Co Ltd, stucco coating of bldgs, Suffield Experimental Station.

In addition, this Department awarded 39 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded one contract containing the General Fair Wages Clause.

National Capital Commission

Ottawa Ont: Sirotex Construction Ltd, construction of pedestrian underpass, Carleton, St, Ottawa River Parkway.

National Harbours Board

Halifax N S: Canadian Comstock Co Ltd, heating system additions, Pier 2. *Montreal Que:* The Highway Paving Co Ltd, drainage of wharf area & construction of road, Sections 50-54; J G Fitzpatrick Ltd, reconstruction of Papineau Ave underpass, Sections 26-27; Grant-Mills Ltd, repairs to wharf, Sections 26-27.

Department of Northern Affairs and National Resources

Banff National Park Alta: Burns & Dutton Concrete & Construction Co Ltd, installation of water system for Lower Lake Louise Townsite. *Jasper National Park Alta:* L G Bittorf Brick & Stone Construction, construction of masonry portion of service bldg in Columbia Icefields.

In addition, this Department awarded six contracts containing the General Fair Wages Clause.

Post Office Department

This Department awarded 27 contracts containing the General Fair Wages Clause.

Department of Public Works

French River South P E I: Warren Maritimes Ltd, asphalt paving of parking area at retaining wall. *Wood Islands P E I:* The Island Construction Ltd, asphalt paving at ferry terminal. *Abbott's Harbour N S:* Kenney Construction Co Ltd, wharf repairs. *Pinkney's Point N S:* McNamara Marine Ltd, harbour improvements. *Salmon River N S:* B & M Comeau Construction, Co Ltd, wharf repairs. *Trout Cove N S:* E K Potter Ltd, wharf reconstruction. *Walton N S:* R A Douglas Ltd, wharf reconstruction. *Moncton N B:* Century Construction Ltd, alterations to federal bldg. *Robichaud N B:* Erectors & Constructors Ltd, wharf repairs. *Montreal Que:* Canadian Mechanical Handling Systems Ltd, installation of mechanical mail-handling equipment, Customs House, Youville Square. *Riviere au Renard Que:* Hector Blouin, repairs to Commercial Wharf; Clement Dumaresq, repairs to fishing harbour. *Ste Anne du Lac Que:* Quewest Construction Ltd, reconstruction of wharf. *St Antoine de Tilly Que:* Plessis Construction Ltee, construction of retaining wall. *St Denis sur Richelieu Que:* Les Entreprises Jean R Denoncourt Enrg, construction of retaining wall. *St Vincent de Paul Que:* Leeds Bridge & Iron Works Ltd, supply, fabrication & erection of structural steel, C19 Bldg, St Vincent de Paul Penitentiary. *Gore Bay Ont:* P M Lechlitner, wharf improvements (small boat facilities). *Hamilton Ont:* Wilchar Construction Ltd, repairs to parapet walls, federal bldg. *Kitchener Ont:* Ramsay Contracting Co Ltd, construction of postal terminal bldg. *Little Current Ont:* Paul Lechlitner, wharf extension. *Ottawa Ont:* L Beaudoin Construction Ltd, alterations to partitions, Finance Annex Bldg, Tunney's Pasture; D J White Cartage, moving of museum specimens, canoes & totem pole from Cote Bldg, Hull, Que, to Victoria Museum; L Zuccarini Ltd, alterations to No 8 Temporary Bldg, Carling Ave; Capital Enterprises, alterations in certain areas, 555 Booth St. *Sault Ste Marie Ont:* Geo Stone & Sons Ltd, alterations to old federal bldg. *Toronto Ont:* Dominion Fire & Burglary Alarms Ltd, installation of electrical fire alarm system at Dominion Public Bldg, 1 Front St West. *Welland Ont:* R Timms Construction & Engineering Ltd, exterior repairs & painting, federal bldg. *Berens River Man:* Macaw & MacDonald Ltd, construction of wharf. *Winnipeg Man:* Modern Building Cleaning Services of Canada Ltd, interior cleaning of letter carrier depot "R." *Blubber Bay B C:* Harbour Pile Driving Co, wharf repairs. *Kamloops B C:* Smith Bros & Wilson Ltd, construction of federal bldg. *North Vancouver B C:* Burdett Construction Co Ltd, construction of addition to St Paul's IDS, Vancouver Indian Agency. *Port Coquitlam B C:* Fraser River Pile Driving Co Ltd, float renewal. *Hay River N W T:* Territorial Expeditors Ltd, construction of wharf for Department of Fisheries.

In addition, this Department awarded 29 contracts containing the General Fair Wages Clause.

eight major group indexes were lower and five higher.

The animal products group index moved down 0.9 per cent to 269.3 from 271.8, the vegetable products group index dropped 0.7 per cent to 210.8 from 212.3, and the textile products group index eased downwards 0.5 per cent to 243.1 from 244.3.

The non-metallic minerals products group index rose 0.3 per cent to 190.6 from 190.0 and the remaining major group indexes advanced 0.2 per cent or less: non-ferrous metals products to 193.6 from 193.2, wood products to 319.1 from 319.0, iron products to 255.7 from 255.6, and chemical products to 191.1 from 191.0.

The residential building material price index (1935-39=100) edged up from 296.8 to 296.9 between August and September. On the 1949 base it was unchanged at 130.2.

The non-residential building material price index (1949=100) moved up from 132.0 to 132.1.

U.S. Consumer Price Index, September 1962

Recording its biggest one-month increase in more than four years, the United States consumer price index (1957-59=100) rose 0.6 per cent, from 105.5 to 106.1, between mid-August and mid-September. The index was 1.5 per cent above that for September last year.

Price increases for meat and for clothing accounted for the rise in the index. The food group index rose 1.0 per cent; the apparel group index, 2.0 per cent.

British Index of Retail Prices, August 1962

For the second successive month, the British index of retail prices (Jan. 16, 1962=100) declined, between mid-July and mid-August, dropping from 102.5 to 101.6. On the former base (Jan. 17, 1956=100), it declined from 120.4 to 119.4.

The decrease was attributed mainly to price reductions for potatoes and other fresh vegetables.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 169

Accident Prevention

The following three publications were issued by the Government Employees Compensation Branch of the federal Department of Labour in Ottawa in 1961 and 1962, and published by the Queen's Printer.

1. *Accident Prevention.* Pp. 5.
2. *Material Handling.* Pp. 24.
3. *The Safety Organization.* Pp. 23.

Aged

4. NATIONAL OLD PEOPLE'S WELFARE COUNCIL. *Employment and Workshops for the Elderly.* [London, 1961?]. Pp. 15.

5. ONTARIO SOCIETY ON AGING. *A Guide to Legislation and Services related to the Well-being of Older People in Ontario.* Toronto, 1962. Pp. 19.

6. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Aging Americans: Their Views and Living Conditions; a Report by the Subcommittee on Problems of the Aged and Aging. December 1960.* Washington, GPO, 1961. Pp. 52.

Contains a report on testimony presented by many elderly people at the Subcommittee's sessions in Washington and seven other cities, as well as accounts of visits to homes of the aged, nursing homes, housing projects and social centres for older people.

7. U.S. FEDERAL COUNCIL ON AGING. *How the Government Works for Older People; Report to the President.* Washington, GPO, 1962. Pp. 110.

Describes how individual U.S. government agencies are working for older people and how much they spend or administer on behalf of older people.

8. UNITED STEELWORKERS OF AMERICA. *Housing after 60.* Pittsburgh, 1961. Pp. 32.

Canada at Work Broadcasts

The following two broadcasts were sponsored and issued by the federal Department of Labour in Ottawa in 1962:

9. FORD, ROSS. *Canada's New Technical and Vocational Training Program.* Pp. 4.

The speaker, Director of Technical and Vocational Training, federal Department of Labour, spoke about the provisions of the Technical and Vocational Training Assistance Act of 1960.

10. Starr, Michael. *Labour Management Committees.* Pp. 4.

The federal Minister of Labour points out the advantages of joint consultation between labour and management through labour-management committees.

Collective Bargaining

11. Industrial Relations Conference (Michigan). 6th, Wayne State University, Detroit, 1960. *Problems of Changing Power Relationships in Collective Bargaining.* [*Proceedings of*] *Sixth Annual Industrial Relations Conference.* [Detroit, Institute of Labour and Industrial Relations-Wayne State University, 1961]. Pp. 94.

Conference sponsored by Institute of Labor and Industrial Relations (University of Michigan-Wayne State University), Labor and Industrial Relations Center of Michigan State University, and the Section on Labor Relations Law of the State Bar of Michigan. The participants at this conference discussed the position of unions, management and government in collective bargaining.

12. Quinet, Felix. *L'analyse des conventions collectives de travail: aspects méthodologiques. Exposé presenté . . . à l'occasion de 29ème Congrès annuel de l'Association canadienne française pour l'avancement des sciences: Ottawa, le 27 octobre 1961.* [Ottawa, 1962?]. Pp. 7.

Library also has translation with title, *"The Analysis of Collective Agreements: Methodological Aspects."*

Discrimination in Employment

13. Canada. Department of Labour. *Towards Racial Understanding; a Catalogue of Material on Racial Discrimination.* Ottawa, Queen's Printer, 1962. Pp. 16.

Contains an explanation of the Canada Fair Employment Practices Act and of the education program against discrimination carried out by the federal Department of Labour. Includes a list of publications of the Department of Labour, films, both Canadian and American.

14. U.S. Congress. House. Committee on Education and Labor. *Equal Employment Opportunity. Hearings before the Special Subcommittee on Labor of the Committee on Education and Labor, House of Representatives, Eighty-seventh Congress, First Session, on Proposed Federal Legislation to prohibit Discrimination in Employment in Certain Cases because of Race, Religion, Color, National Origin, Ancestry, Age or Sex.* Washington, GPO, 1962. 2 vols. in Library's set.

Hearings held October 23, 1961 to January 24, 1962.

Economic Conditions

15. American Statistical Association. Business and Economic Statistics Section. *Proceedings, 1961. Papers presented at the Annual Meeting of the American Statistical Association, New York City, December 27-30, 1961, under the Sponsorship of the Business and Economic Statistics Section.* Washington, 1962. Pp. 383.

Some of the topics discussed were business cycles, economic growth. unemployment statistics, full employment, inventory developments, government price statistics, the economic outlook, and the distribution of income.

16. Conference on Economic Progress, Washington, D.C. *Poverty and Deprivation in the United States; the Plight of Two-fifths of a Nation.* Washington, 1962. Pp. 97.

"One central theme runs throughout this study: A steady economic growth rate, high enough to maintain maximum employment and production, is the main road to the reduction of mass poverty and deprivation in America."

17. Organization for European Economic Co-operation. *Europe and the World Economy. Eleventh Annual Economic Review.* Paris, 1960, Pp. 138. (Covers the period of 1958-1959.)

18. United Nations. Department of Economic and Social Affairs. *Economic Developments in the Middle East, 1959-1961. Supplement to World Economic Survey, 1961.* New York, United Nations, 1962. PP. 18.

19. United Nations Economic Commission for Europe. *Economic Survey of Europe in 1961. Part 1. The European Economy in 1961.* Geneva, 1962, Pp. 58, 8.

Education

20. Fleming, William Gerald. *A Follow-up Study of Atkinson Students in Certain Non-degree Courses of Further Education beyond Secondary School.* Toronto, Dept. of Educational Research, Ontario College of Education, University of Toronto, 1960. 1 vol. (various pagings).

21. McCordic, William J. *Financing Education in Canada.* Ottawa, Canadian Conference on Education, 1961. Pp. 61.

A study prepared for the Canadian Conference on Education, Montreal, March 4-8, 1962. Contents: The Cost of Education in Canada—Past and Present. Financing Publicly Supported Elementary and Secondary Education. The Cost of University Education. Equality of Opportunity among the Provinces. Who should Pay?

22. MacEachern, Donald Gregory. *Twenty Questions; a Quick Look at 90,000 People: The Grade 9 Students in 800 Ontario Schools.* Toronto, Dept. of Educational Research, Ontario College of Education. University of Toronto, 1960. Pp. 15.

Summarizes the replies of approximately 90,000 Grade 9 students in Ontario in 1959 to a questionnaire containing certain items of a personal, family, and educational nature.

23. Silvius, George Harold. *Organizing Course Materials for Industrial Education*, by G. Harold Silvius and Ralph C. Bohn. 1st ed. Bloomington, Ill., McKnight & McKnight Pub. Co., 1961. Pp. 459.

Intended as a college textbook to prepare those taking courses in industrial education. Contains information on curriculum guides, courses of study, and instructional material.

Employees' Benefit Plans

24. U.S. Bureau of Labor Statistics. *Digest of One Hundred Selected Pension Plans under Collective Bargaining, Spring 1961.* Washington, GPO, 1962. Pp. 81.

Information is presented in tabular form under such headings as: company, union and date of information; participation requirements; normal retirement; medium of funding; and administration.

25. U.S. Bureau of Labor Statistics. *Digest of Profit-sharing Savings, and Stock Purchase Plans, Winter 1961-62 (20 Selected Plans).* Washington, GPO, 1962. Pp. 31.

Describes principal features of 20 selected profit-sharing, savings, and stock purchase plans in effect in the winter of 1961-62.

Labour Laws and Legislation

26. Canada. Department of Labour. Legislation Branch. *Labour Legislation of the Past Decade; a Review of Developments in Canadian Labour Legislation in 1951-1960 Period.* Ottawa, Queen's Printer, 1961. Pp. 87.

A follow-up to "Fifty Years of Labour Legislation in Canada, pub. in 1950. Reprinted from the December 1960 and January to September 1961 issues of the Labour Gazette.

Covers legislation with respect to labour standards, labour relations and trade union legislation, safety of persons and property, workmen's compensation, equal opportunities for employment, apprenticeship, etc.

27. International Association of Governmental Labor Officials. *Labor Laws and their Administration; Proceedings of the Forty-fourth Convention . . . held in Portland, Ore., August 28-31, 1961.* Washington, GPO, 1962. Pp. 164.

28. U.S. Bureau of Labor Statistics. *Labour Law and Practice in Venezuela.* Washington, GPO, 1962. Pp. 39.

29. U.S. Department of Labor. Wage and Hour and Public Contracts Division. *A Guide to Child-Labor Provisions of the Fair Labor Standards Act (The Federal Wage and Hour Law).* Washington, GPO, 1962. Pp. 24.

30. U.S. National Labor Relations Board. *Rules and Regulations and Statements of Procedure. Series 8, as amended. Labor Management Relations Act, 1947, as amended September 14, 1959.* Washington, GPO, 1962. Pp. 105.

31. U.S. Women's Bureau. *State Minimum-Wage Laws.* Rev. ed. Washington, GPO, 1962. Leaflet.

Labour Supply

32. Association for the Industrial Development of Southern Italy. *Trained Manpower Requirements for the Economic Development of Italy: Targets for 1975.* Rome, Giuffre Editore, 1961. Pp. 91.

33. Canada. Department of Labour. Economics and Research Branch. *The Migration of Professional Workers into and out of Canada, 1946-1960.* Ottawa, Queen's Printer, 1962. Pp. 48.

Analyzes the types of professional workers that immigrate to and emigrate from Canada, and evaluates the situation.

34. Hovne, Avner. *The Labor Force in Israel.* Jerusalem, Falk Project for Economic Research in Israel, 1961. Pp. 88.

35. Iran. Governmental Affairs Institute. *High-Level Manpower Development in Iran.* Study directed by T. Hillard Cox. Tehran, Iran, Governmental Affairs Institute, 1960. Pp. 83.

Analyses future requirements for high-level manpower, determines the potential manpower resources from training facilities in Iran and its student training program abroad, and estimates the shortage of professional manpower that can be expected by 1963. Presents a number of recommendations.

36. New Brunswick. Department of Labour. *Seasonal Employment in New Brunswick, 1961.* [Fredericton, 1961?]. Pp. 37.

Outlines (1) the various provincial government measures taken to meet the problem of seasonal employment during the winter of 1960/61; (2) the 1960/61 Federal-Municipal Winter Works Incentive Program; and (3) a pictorial and written account of the highlights of the 1960/61 winter construction program.

Labouring Classes

37. U.S. Bureau of International Labor Affairs. *Public Services International,* by Joseph L. Harmon. Washington, GPO, 1962. Pp. 246.

Describes history of the Public Services International, its structure, finance, membership, relations with other labour organizations, etc.

38. U.S. Bureau of Labor Statistics. *Labor in Chile.* Washington, 1962. Pp. 50.

39. U.S. Department of Labor. *The American Worker's Stake in Foreign Trade.* Washington, GPO, 1962. Pp. 30.

Manufactures

40. Atlantic Provinces Economic Council. *Incentives for Manufacturing Industries.* Halifax, 1962. Pp. 24.

41. U.S. Small Business Administration. *Management Aids for Small Manufacturers: Annual No. 8.* Washington, GPO, 1962. Pp. 86.

Partial Contents: Export Assistance Programs of the U.S. Dept. of Commerce. Using Deferred Compensation in Small Business. Providing Capital for your Firm. Steps in incorporating a Business. Arbitration and the Small Businessman. Using Computer Services in Small Business.

Minimum Wage

The following four publications were issued by the Wage and Hour and Public Contracts Divisions of the U.S. Department of Labor in Washington in 1962 and were published by the Government Printing Office:

42. *Handling and Processing of Agricultural Products. Data pertinent to an Evaluation of Exemptions available under the Fair Labor Standards Act.* February 1962. 1 vol. (various pagings).

43. *Hotels and Motels. Data pertinent to an Evaluation of the Need for and Feasibility of applying Statutory Minimum Wage and Maximum Hours Standards.* February 1962. Pp. 69, 61.

44. *Laundry and Cleaning Service. Data pertinent to an Evaluation of the Need for and the Feasibility of extending the Minimum Wage.* January 1962. Pp. 66, 69.

45. *Restaurants and Other Food Service Enterprises. Data pertinent to an Evaluation of the Need for and Feasibility of applying Statutory Minimum Wage and Maximum Hours Standards.* February 1962. Pp. 61, 53.

Wages and Hours

46. U.S. Bureau of Labor Statistics. *Industry Wage Survey; Life Insurance, May-July 1961.* Washington, GPO, 1962. Pp. 36.

47. U.S. Bureau of Labor Statistics. *Industry Wage Survey; Men's and Boys' Shirts (except Work Shirts) and Nightwear, May-June 1961.* Washington, GPO, 1962. Pp. 51.

48. U.S. Bureau of Labor Statistics. *Salaries for Selected Occupations in Services for the Blind, May 1961.* Washington, GPO, 1962. Pp. 29.

Details of a nationwide survey of salaries for selected occupations in government and voluntary agencies offering direct client services for the blind. The survey was undertaken at the request of the American Foundation for the Blind.

49. U.S. Bureau of Labor Statistics. *Wage Chronology: Bethlehem Atlantic Shipyards, 1941-62.* Washington, GPO, 1962. Pp. 17.

Women—Employment

50. Canada. Women's Bureau. *Job Training for the Mature Woman entering or re-entering the Labour Force.* Ottawa, 1962. Pp. 44.

Explains kinds of training required for occupations; provides provincial addresses to enquire about vocational correspondence courses; describes training possibilities in 18 occupations and suggests where to write for further information about each occupation.

51. U.S. Women's Bureau. *Careers for Women as Technicians.* Washington, GPO, 1961. [i.e., 1962]. Pp. 28.

52. U.S. Women's Bureau. *Who are the Working Mothers?* Rev. ed. Washington, GPO, 1962. Leaflet.

Workmen's Compensation

53. International Association of Industrial Accident Boards and Commissions. *Workmen's Compensation Problems; Proceedings, 47th Annual Convention of the International Association of Industrial Accident Boards and Commissions, Honolulu, Hawaii, November 12-16, 1961.* Washington, GPO, 1962. Pp. 191.

54. U.S. Bureau of Labor Standards. *State Workmen's Compensation Laws, a Comparison of Major Provisions with Recommended Standards.* Rev. ed. Washington, GPO, 1962. Pp. 43.

Miscellaneous

55. Canadian Manufacturers' Association. *Sales Tax—Canada; the Excise Tax Act, as amended, with Regulations issued by the Department of National Revenue and with Rulings and Regulations re Sales Tax and Other Excise Taxes.* 10th ed. Toronto, 1962. Pp. 504.

56. Canadian Tax Foundation. *Corporate Management Conference, Toronto, 1962.* Toronto, 1962. Pp. 69.

The following topics were discussed: unemployment, labour union government, racial discrimination by unions, unemployment insurance, the role of labour history, wage determination, managerial practices, labour force analysis, and work rules.

57. Great Britain. Standing Committee of the Rehabilitation and Resettlement of Disabled Persons. *Services for the Disabled; an Account of the Services provided for the Disabled by Government Departments, Local Authorities, and Voluntary Organisations in the United Kingdom.* [2nd ed.]. London, HMSO, 1961. Pp. 97.

"It is the object of this book to present a simple, concise and factual account of the provision now made in the United Kingdom for the rehabilitation and resettlement of the disabled."

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58. KINGSTON, ONT. QUEEN'S UNIVERSITY. COMMERCE CLUB. *The Commerceman, 1962*. Kingston, 1962. Pp. 80.

Partial Contents: Looking Ahead at Canadian Labour Problems, by Claude Jodoin. Industrial Relations in the Decade Ahead, by Ronald S. Ritchie. The Impact of Automation on Manpower and Labour-Management Relations, by W. R. Dymond. The Impact of Unions, by H. D. Woods. The Need for Greater Co-operation between Labour and Management, by James M. Macdonnell. Industrial Relations and the University, by W. Donald Wood.

59. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Enterprise and Politics in South Africa,* by Heinz Hartmann. Princeton, 1962. Pp. 101.

Deals with the relationship between business and government in South Africa.

60. WALKER, NIGER. *Morale in the Civil Service; a Study of the Desk Worker.* Edinburgh, University Press, [1962, c1961]. Pp. 302.

The desk worker is someone in the "Administrative, General Executive and General Clerical Classes." The author describes the result of a survey on employee morale in two British government departments and in two business firms.

Employment and Earnings in Scientific and Technical Professions

Median annual earnings in six scientific and technical professions increased 12 per cent, from $7,600 to $8,500, between 1958 and 1961, it was found in the annual survey by the Department. The results of the survey have just been released in Professional Manpower Bulletin No. 12, *Employment and Earnings in the Scientific and Technical Professions, 1958-1961.*

The statistics in the report deal mainly with employment and earnings of two of the six groups, engineering and science.

More than 80 per cent of the engineers who responded in the 1961 survey were employed in private industry, 15 per cent in government, and the remainder in secondary schools and universities. In science, about 50 per cent of the respondents were employed in industry, nearly 25 per cent in government, and the remainder in secondary schools and universities.

Median annual earnings in six main fields of specialization, in 1958 and 1961, and the percentage increase between those two years were:

	1958	1961	% Increase
Agriculture	$5,900	$6,800	15
Architecture	8,800	9,500	8
Engineering	8,000	8,800	10
Forestry	6,700	7,600	13
Science	7,300	8,400	15
Veterinary Medicine	7,100	8,000	13

Median monthly starting salaries for 1962 bachelor graduates are also shown in the bulletin. For graduates in scientific and technical courses these were mainly between $400 and $435, except in veterinary medicine, where the median starting salary was $500 a month.

Median monthly starting salaries for 1962 engineering and science graduates were about $430; for graduates in agriculture, architecture and forestry, about $400.

About the same levels of starting salaries were offered by government, industry and educational institutions.

Earnings of engineers in 1961 were: in private industry, $9,000; in universities, $8,600; in government, $7,800.

Earnings of scientists in 1961 were highest in university work, the median being $9,500, followed by work in industry, at $8,600, and work for governments, $8,000.

By years since graduation with a bachelor degree, earnings of engineers in 1961 rose steadily from $5,600 one year after graduation to $7,200 five years after and $8,800 ten years after.

Only 10 per cent of engineers had a postgraduate degree but almost half of the scientists had either a master's or doctor's degree. Earnings of scientists with a doctorate have advanced from $8,500 in 1958 to $10,100 in 1961. The earnings of those with a master's degree rose from $7,400 in 1958 to $8,700 in 1961. The increase for those with a bachelor's degree was from $6,700 to $7,600 in the same period.

Forty per cent of the engineering respondents earned from $7,000 to $10,000 in 1961. Thirty per cent earned from $10,000 to $25,000 and 2 per cent earned more than $25,000.

Of the scientists who responded, more than 40 per cent were earning between $7,000 and $10,000, and 30 per cent earned from $10,000 to $25,000. Only 1 per cent earned more than $25,000.

Nearly 75 per cent of the engineers were employed in Ontario (48 per cent) and Quebec (26 per cent). Median annual earnings were $8,800 in Ontario, $9,100 in Quebec.

Professional Manpower Bulletin No. 12 may be obtained from the Queen's Printer, Ottawa, catalogue No. L2-2012, at 25 cents a copy.

LABOUR STATISTICS

	Page
Tables A-1 to A-3—Labour Force	1309
Table B-1—Labour Income	1311
Tables C-1 to C-6—Employment, Hours and Earnings	1312
Tables D-1 to D-5—Employment Service Statistics	1318
Tables E-1 to E-4—Unemployment Insurance	1323
Tables F-1 and F-2—Prices	1325
Tables G-1 to G-4—Strikes and Lockouts	1326

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 20, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,609	608	1,839	2,408	1,160	599
Men	4,801	452	1,368	1,707	837	437
Women	1,808	156	471	696	323	162
14—19 years	616	71	204	181	117	43
20—24 years	822	88	272	262	137	63
25—44 years	2,998	254	843	1,118	507	276
45—64 years	1,959	177	476	754	354	198
65 years and over	214	18	44	88	45	19
Employed	6,326	566	1,730	2,335	1,131	564
Men	4,573	417	1,277	1,653	816	410
Women	1,753	149	453	682	315	154
Agriculture	649	45	123	156	300	25
Non-agriculture	5,677	521	1,607	2,179	831	539
Paid Workers	5,203	472	1,456	2,016	774	485
Men	3,625	337	1,045	1,389	509	345
Women	1,578	135	411	627	265	140
Unemployed	283	42	109	68	29	35
Men	228	35	91	54	21	27
Women	55	*	18	14	*	*
Persons not in the Labour Force	5,682	635	1,685	1,889	936	537
Men	1,308	167	370	409	224	138
Women	4,374	468	1,315	1,480	712	399

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED OCTOBER 22, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,291	1,842	3,597	947	3,679	902	1,324
Labour force	6,609	616	3,480	812	862	625	214
Employed	6,326	555	3,362	747	847	608	207
Unemployed	283	61	118	65	15	17	*
Not in labour force	5,682	1,226	117	135	2,817	277	1,110
Participation rate[2]							
1962, October 20	53.8	33.4	96.7	85.7	23.4	69.3	16.2
September 22	54.1	34.0	96.8	86.4	23.9	69.5	16.9
Unemployment rate[3]							
1962, October 20	4.3	9.9	3.4	8.0	1.7	2.7	*
September 22	3.9	9.3	3.0	7.2	1.8	2.4	*

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED OCTOBER 20, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	October 1962	September 1962	October 1961
Total unemployed	283	260	318
On temporary layoff up to 30 days	16	13	13
Without work and seeking work	267	247	305
Seeking full-time work	257	237	280
Seeking part-time work	10	10	25
Seeking under 1 month	92	90	95
Seeking 1—3 months	95	77	102
Seeking 4—6 months	32	30	47
Seeking more than 6 months	48	50	61

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1957—Total	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total	551	5,188	1,806	326	1,245	344	2,638	5,019	799	18,119
1961—Total	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
August	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September	46.3	464.6	162.0							1,657.7
October	46.3	463.0	159.0							1,644.9
November	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December	45.5	451.3	152.0							1,585.8
1962—										
January	45.8	450.7	151.2							1,565.7
February	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March	45.6	461.1	150.3							1,590.5
April	45.1	469.0	153.8							1,618.8
May	47.0	481.7	160.1	65.7	333.2	93.3	718.1	1,475.0	218.1	1,677.1
June	48.2	492.1	161.6							1,726.2
July*	48.7	485.0	165.7							1,711.5
August†	48.4	490.1	166.7							1,724.9

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at August 1962 employers in the principal non-agricultural industries reported a total employment of 3,029,353. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls* (DBS)

Year and Month	Industrial Composite [1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961—						
August	123.9	182.2	78.27	113.1	182.9	80.42
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December	117.8	179.4	77.08	107.9	182.3	80.16
1962—						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April	116.7	186.7	80.21	110.4	189.0	83.11
May	121.3	188.1	80.79	113.7	190.4	83.72
June	125.0	188.7	81.05	116.4	190.4	83.72
July*	125.8	188.3	80.90	115.5	189.1	83.13
August†	126.8	188.2	80.85	117.1	188.2	82.73

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Aug. 1962	July 1962	Aug. 1961	Aug. 1962	July 1962	Aug. 1961
Provinces				$	$	$
Newfoundland	147.0	150.5	142.8	73.52	73.59	71.11
Prince Edward Island	155.8	158.1	149.7	57.74	57.13	55.79
Nova Scotia	98.8	97.6	99.1	66.34	66.59	64.13
New Brunswick	110.2	109.0	112.5	65.17	66.01	62.35
Quebec	127.1	125.9	124.7	78.19	77.97	75.15
Ontario	126.3	125.2	122.7	84.16	84.26	81.82
Manitoba	117.8	116.1	116.2	76.37	76.29	73.99
Saskatchewan	135.2	135.3	132.8	77.60	77.71	74.50
Alberta (including Northwest Territories)	169.1	168.2	166.0	82.06	81.95	81.66
British Columbia (including Yukon)	123.7	123.6	118.9	87.29	87.93	84.08
Canada	**126.8**	**125.8**	**123.9**	**80.85**	**80.90**	**78.27**
Urban areas						
St. John's	151.2	149.2	145.2	61.70	61.60	58.11
Sydney	79.1	82.5	76.1	79.91	82.62	75.79
Halifax	124.1	124.2	123.6	68.15	67.86	66.23
Moncton	111.3	111.6	109.3	62.34	62.92	60.74
Saint John	106.6	107.7	108.9	66.41	66.69	62.77
Chicoutimi—Jonquiere	114.8	115.3	116.0	97.54	99.83	95.96
Quebec	124.7	122.7	120.1	69.68	69.61	67.35
Sherbrooke	111.0	110.2	109.7	68.62	67.42	65.17
Shawinigan	89.6	106.4	109.5	88.22	90.16	86.44
Three Rivers	120.5	120.4	116.6	74.89	74.46	73.49
Drummondville	83.7	81.1	80.4	66.06	65.65	63.22
Montreal	129.2	128.1	125.8	81.31	80.17	77.23
Ottawa—Hull	140.3	138.7	135.5	76.24	75.71	73.28
Kingston	122.3	121.1	122.2	79.58	80.16	77.89
Peterborough	98.3	97.0	90.5	90.22	89.30	85.41
Oshawa	139.9	127.7	158.3	93.00	96.12	92.85
Toronto	139.1	138.6	134.9	85.05	85.23	82.51
Hamilton	114.5	116.0	110.3	90.26	90.76	87.57
St. Catharines	115.1	104.5	109.8	92.24	93.31	89.49
Niagara Falls	114.9	106.2	108.7	77.32	78.80	77.17
Brantford	85.9	83.7	82.5	74.86	76.14	73.35
Guelph	127.7	126.9	125.2	76.65	76.56	74.33
Galt	115.8	116.7	108.9	72.68	73.11	70.77
Kitchener	133.4	133.7	124.1	78.13	76.44	74.77
Sudbury	144.3	144.3	150.1	92.62	93.00	92.41
Timmins	91.2	91.1	93.4	73.08	72.40	71.38
London	139.4	139.8	132.6	77.67	77.34	75.77
Sarnia	129.7	136.6	134.9	103.74	104.91	101.81
Windsor	73.5	70.2	73.4	90.53	89.49	86.95
Sault Ste. Marie	154.1	154.8	148.8	102.30	100.59	104.91
Fort William—Port Arthur	113.3	114.9	116.9	81.42	80.66	81.86
Winnipeg	115.1	113.3	114.2	72.88	72.73	70.92
Regina	147.1	147.2	143.1	76.11	76.06	71.80
Saskatoon	146.2	147.3	145.2	72.02	72.79	69.12
Edmonton	213.3	210.8	201.1	77.52	77.47	76.20
Calgary	185.9	186.5	178.2	81.87	81.20	77.35
Vancouver	119.3	119.1	116.6	85.34	86.33	83.25
Victoria	121.8	122.2	113.3	79.20	78.74	76.52

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Aug. 1962	July 1962	Aug. 1961	Aug. 1962	July 1962	Aug. 1961
				$	$	$
Mining	**120.5**	**121.2**	**120.2**	**98.82**	**98.76**	**95.00**
Metal mining	136.1	136.7	136.0	100.65	100.10	97.36
Gold	69.9	70.8	72.4	81.57	80.24	79.28
Other metal	197.7	198.0	195.3	106.93	106.71	103.61
Fuels	83.0	84.3	82.4	103.44	104.36	97.21
Coal	37.7	39.7	39.2	75.78	80.43	72.86
Oil and natural gas	268.3	266.5	268.0	119.33	118.95	112.50
Non-metal	160.2	159.3	159.5	84.72	84.81	82.61
Manufacturing	**117.1**	**115.5**	**113.1**	**82.73**	**83.13**	**80.42**
Durable goods	119.2	118.3	113.7	89.66	89.54	87.18
Non-durable goods	115.4	113.1	112.6	76.74	77.52	74.70
Food and beverages	133.2	126.7	129.6	70.12	72.26	68.07
Meat products	138.0	137.6	140.8	82.65	82.96	80.65
Canned and preserved fruits and vegetables	209.2	148.7	177.9	54.73	57.09	49.71
Grain mill products	99.9	100.9	104.2	82.48	83.94	79.28
Bread and other bakery products	113.8	113.4	113.6	69.79	70.28	67.88
Distilled and malt liquors	97.5	100.4	103.4	100.95	101.55	99.05
Tobacco and tobacco products	81.1	81.7	80.2	86.72	86.55	84.16
Rubber products	108.1	105.6	99.9	85.19	85.96	85.22
Leather products	89.1	88.9	89.6	55.99	55.53	55.83
Boots and shoes (except rubber)	96.3	97.1	96.3	54.19	54.14	53.38
Textile products (except clothing)	82.7	81.6	79.3	66.72	65.79	64.88
Cotton yarn and broad woven goods	74.6	71.9	73.1	63.39	61.38	62.68
Woollen goods	63.3	63.1	62.9	62.68	62.08	61.08
Synthetic textiles and silk	92.7	91.5	85.1	72.91	72.07	70.56
Clothing (textile and fur)	94.9	91.7	92.6	52.55	51.63	51.62
Men's clothing	98.2	94.6	93.0	50.56	49.84	49.79
Women's clothing	102.5	97.2	103.5	55.04	53.88	53.92
Knit goods	74.8	73.6	72.8	52.21	50.23	50.88
Wood products	114.9	114.7	111.5	71.38	71.10	69.46
Saw and planing mills	118.8	119.4	116.9	72.67	72.63	70.39
Furniture	119.5	116.7	113.6	71.03	70.02	70.04
Other wood products	85.8	86.7	81.4	63.34	63.22	61.38
Paper products	131.0	129.9	128.5	97.80	98.72	94.96
Pulp and paper mills	132.1	131.0	130.2	105.19	106.11	101.95
Other paper products	128.4	127.3	124.4	79.59	80.49	77.80
Printing, publishing and allied industries	125.7	126.2	123.9	90.84	90.61	87.68
Iron and steel products	112.1	111.8	105.6	95.49	95.75	93.08
Agricultural implements	47.4	58.7	62.3	97.85	100.39	90.89
Fabricated and structural steel	164.5	164.7	153.2	96.22	96.34	92.01
Hardware and tools	109.9	109.6	101.0	83.51	82.70	81.66
Heating and cooking appliances	110.6	108.7	101.8	81.75	82.97	80.64
Iron castings	97.2	97.5	92.3	90.38	90.79	89.90
Machinery, industrial	129.5	124.3	116.5	91.31	91.89	88.08
Primary iron and steel	130.2	129.2	120.4	109.46	108.73	109.50
Sheet metal products	126.4	123.0	110.1	97.11	96.38	91.14
Wire and wire products	111.2	112.9	111.9	95.21	95.31	93.62
Transportation equipment	106.0	101.5	104.2	95.04	95.25	90.96
Aircraft and parts	253.4	251.5	255.9	96.83	96.92	92.86
Motor vehicles	86.2	80.1	92.0	109.69	112.28	102.80
Motor vehicle parts and accessories	110.6	93.1	103.5	93.23	90.94	89.99
Railroad and rolling stock equipment	56.5	57.2	58.3	84.47	85.93	84.02
Shipbuilding and repairing	148.1	146.2	129.5	90.52	90.34	82.60
Non-ferrous metal products	130.1	127.9	124.5	95.34	95.11	93.90
Aluminum products	147.9	148.8	144.9	92.48	91.93	90.63
Brass and copper products	105.4	105.6	104.8	91.29	90.26	90.74
Smelting and refining	146.7	147.3	140.4	104.17	104.02	101.92
Electrical apparatus and supplies	150.9	149.6	135.1	89.40	88.95	87.99
Heavy electrical machinery	111.5	110.9	100.7	97.36	97.00	94.59
Telecommunication equipment	272.7	270.6	235.5	87.20	86.62	86.14
Non-metallic mineral products	149.7	157.8	148.5	89.11	88.39	86.01
Clay products	99.0	98.3	93.3	79.06	78.45	77.36
Glass and glass products	180.0	169.2	158.2	84.52	82.76	82.01
Products of petroleum and coal	142.7	141.2	138.5	120.96	120.51	116.21
Petroleum refining and products	144.6	146.0	141.3	122.25	121.76	116.93
Chemical products	133.0	136.3	132.6	98.00	98.70	95.02
Medicinal and pharmaceutical preparations	122.9	122.0	119.7	86.30	85.72	83.51
Acids, alkalis and salts	146.1	165.8	158.5	110.25	109.55	105.50
Other chemical products	132.6	133.3	130.1	97.61	98.54	94.79
Miscellaneous manufacturing industries	148.0	144.8	142.6	73.27	73.36	71.01
Construction	**145.7**	**144.5**	**145.5**	**88.55**	**87.21**	**84.57**
Building and general engineering	141.4	140.4	137.8	95.74	93.96	92.35
Highways, bridges and streets	152.9	151.3	158.4	77.43	76.73	73.23
Electric and motor transportation	142.5	141.7	139.7	86.87	85.47	83.89
Service	**166.7**	**164.3**	**162.3**	**56.67**	**56.56**	**54.84**
Hotels and restaurants	145.4	146.0	141.3	42.93	42.75	41.53
Laundries and dry cleaning plants	133.3	132.7	125.2	49.71	49.54	48.18
Industrial composite	**126.8**	**125.8**	**123.9**	**80.85**	**80.90**	**78.27**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: *Man-hours and Hourly Earnings* (DBS)

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (DBS)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	August 1962	July 1962	August 1961	August 1962	July 1962	August 1961
				$	$	$
Newfoundland	39.7	39.8	40.2	1.61	1.57	1.66
Nova Scotia	41.0	41.4	40.8	1.61	1.61	1.54
New Brunswick	41.9	42.1	40.0	1.53	1.61	1.50
Quebec	42.0	41.6	42.0	1.69	1.70	1.64
Ontario	41.1	41.1	41.0	1.95	1.96	1.92
Manitoba	40.2	40.2	40.1	1.75	1.78	1.72
Saskatchewan	38.6	38.9	38.2	1.96	1.98	1.94
Alberta[1]	40.1	40.2	40.1	1.96	1.98	1.95
British Columbia[2]	37.5	37.8	36.9	2.27	2.27	2.18

[1] Includes Northwest Territories.
[2] Includes Yukon Territory.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1962	July 1962	Aug. 1961	Aug. 1962	July 1962	Aug. 1961	Aug. 1962	July 1962	Aug. 1961
				$	$	$	$	$	$
Mining	**42.0**	**41.8**	**42.1**	**2.19**	**2.19**	**2.10**	**91.75**	**91.57**	**88.66**
Metal mining	42.2	41.7	42.2	2.27	2.28	2.19	95.75	95.04	92.34
Gold	43.3	42.3	42.6	1.75	1.76	1.72	75.92	74.33	73.04
Other metal	41.8	41.5	42.1	2.46	2.47	2.36	102.84	102.55	99.55
Fuels	39.8	41.4	40.9	2.11	2.08	1.97	83.75	86.08	80.76
Coal	39.8	42.7	41.1	1.84	1.81	1.75	73.13	78.76	71.90
Oil and natural gas	39.7	39.2	40.6	2.52	2.51	2.33	99.88	98.43	94.61
Non-metal	43.2	42.8	43.1	1.93	1.94	1.91	83.48	82.91	82.31
Manufacturing	**41.0**	**41.0**	**40.9**	**1.86**	**1.87**	**1.82**	**76.24**	**76.72**	**74.26**
Durable goods	41.4	41.4	41.2	2.03	2.02	1.98	83.92	83.85	81.76
Non-durable goods	40.7	40.5	40.6	1.70	1.73	1.67	69.32	70.18	67.65
Food and beverages	40.9	40.7	39.7	1.56	1.62	1.55	63.64	65.94	61.70
Meat products	40.8	40.5	40.6	1.93	1.94	1.88	78.62	78.55	76.35
Canned and preserved fruits and vegetables	42.7	39.6	37.1	1.17	1.26	1.20	49.87	49.97	44.45
Grain mill products	41.8	42.8	42.6	1.83	1.85	1.77	76.46	79.19	75.47
Bread and other bakery products	41.5	41.9	41.7	1.54	1.54	1.49	63.93	64.67	62.21
Distilled liquors	41.4	39.2	40.2	2.15	2.15	2.05	89.01	84.28	82.45
Malt liquors	39.5	40.3	40.9	2.34	2.33	2.33	92.63	93.70	95.23
Tobacco and tobacco products	40.2	40.1	40.7	2.01	2.02	1.95	80.77	81.09	79.37
Rubber products	41.5	41.3	42.4	1.90	1.94	1.87	79.03	80.16	79.36
Leather products	40.7	40.4	41.7	1.27	1.27	1.24	51.59	51.15	51.58
Boots and shoes (except rubber)	40.9	41.0	41.8	1.22	1.22	1.18	49.99	50.20	49.49
Other leather products	40.1	38.9	41.5	1.38	1.37	1.35	55.30	53.40	56.20
Textile products (except clothing)	42.6	41.7	42.6	1.42	1.41	1.38	60.59	58.89	58.58
Cotton yarn and broad woven goods	40.8	39.0	41.6	1.46	1.44	1.41	59.49	56.33	58.76
Woollen goods	43.6	43.2	43.3	1.32	1.31	1.29	57.56	56.51	56.02
Synthetic textiles and silk	43.8	43.0	43.4	1.51	1.50	1.45	66.02	64.45	63.05
Clothing (textile and fur)	38.9	38.2	39.3	1.23	1.22	1.19	47.72	46.65	46.75
Men's clothing	38.4	37.7	38.5	1.21	1.20	1.18	46.30	45.29	45.30
Women's clothing	37.7	36.7	38.4	1.33	1.32	1.28	50.02	48.59	49.14
Knit goods	41.8	40.7	41.9	1.14	1.13	1.10	47.64	45.80	46.13
*Wood products	41.6	41.4	41.5	1.64	1.64	1.60	68.36	67.79	66.38
Saw and planing mills	40.7	40.7	40.4	1.74	1.73	1.69	70.79	70.43	68.10
Furniture	43.5	42.9	44.2	1.52	1.51	1.49	66.10	64.81	65.89
Other wood products	42.4	42.4	41.9	1.38	1.37	1.34	58.45	58.20	56.21
Paper products	41.3	41.8	41.5	2.23	2.24	2.16	92.32	93.68	89.70
Pulp and paper mills	41.3	41.7	41.3	2.41	2.41	2.33	99.31	100.78	96.32
Other paper products	41.6	42.0	41.9	1.76	1.76	1.71	72.99	73.99	71.53
Printing, publishing and allied industries	38.7	38.9	39.2	2.32	2.90	2.22	89.74	89.54	87.25
*Iron and steel products	41.5	41.8	41.3	2.19	2.19	2.15	90.83	91.33	88.72
Agricultural implements	40.4	42.0	37.7	2.09	2.19	2.16	84.19	92.14	81.38
Fabricated and structural steel	41.8	41.1	40.4	2.14	2.13	2.10	89.41	87.57	84.62
Hardware and tools	42.9	42.6	41.9	1.80	1.80	1.79	77.32	76.67	74.97
Heating and cooking appliances	41.5	41.8	41.7	1.84	1.85	1.81	76.49	77.53	75.61
Iron castings	41.9	42.3	42.4	2.07	2.07	2.04	86.89	87.71	86.45
Machinery, industrial	41.9	42.3	41.4	2.05	2.04	1.98	85.79	86.40	81.94
Primary iron and steel	40.0	40.4	41.4	2.62	2.59	2.55	104.71	104.62	105.65
Sheet metal products	43.5	42.7	41.7	2.18	2.18	2.09	94.69	93.21	87.12
Wire and wire products	41.8	42.0	41.8	2.17	2.16	2.11	90.68	90.81	88.31
*Transportation equipment	40.7	40.6	40.1	2.18	2.17	2.12	88.80	88.34	85.17
Aircraft and parts	40.9	40.4	40.8	2.15	2.13	2.08	87.77	86.04	84.84
Motor vehicles	40.9	41.6	40.4	2.44	2.48	2.35	99.88	102.95	95.00
Motor vehicle parts and accessories	41.1	40.6	40.3	2.12	2.04	2.09	86.89	82.77	84.19
Railroad and rolling stock equipment	39.5	39.9	39.5	2.08	2.10	2.08	82.32	83.93	81.95
Shipbuilding and repairing	41.0	40.6	39.5	2.20	2.20	2.04	90.03	89.13	80.81
*Non ferrous metal products	40.6	40.9	41.0	2.17	2.18	2.14	88.23	89.06	87.64
Aluminum products	42.5	42.4	43.2	1.92	1.92	1.89	81.68	81.17	81.49
Brass and copper products	41.8	41.5	42.3	2.06	2.07	2.03	86.17	85.90	85.99
Smelting and refining	39.6	40.3	40.1	2.43	2.43	2.38	96.38	97.97	95.40
*Electrical apparatus and supplies	41.0	41.0	41.1	1.91	1.91	1.88	78.30	78.09	77.35
Heavy electrical machinery and equipment	41.4	41.2	40.9	2.14	2.14	2.07	88.64	88.05	84.84
Telecommunication equipment	40.9	40.8	40.6	1.73	1.72	1.73	70.79	70.33	70.28
Refrigerators, vacuum cleaners and appliances	40.0	39.0	40.0	1.95	1.93	1.89	77.76	75.17	75.65
Wire and cable	41.8	42.7	44.4	2.12	2.12	2.12	88.77	90.62	94.05
Miscellaneous electrical products	41.0	41.2	40.9	1.81	1.81	1.79	74.14	74.49	73.13
*Non-metallic mineral products	43.8	43.6	43.5	1.92	1.92	1.87	84.18	83.65	81.48
Clay products	43.1	42.5	42.8	1.75	1.74	1.68	75.28	73.93	71.91
Glass and glass products	40.4	40.9	40.6	1.90	1.88	1.91	76.57	76.79	77.72
Products of petroleum and coal	41.7	42.0	41.1	2.65	2.63	2.56	110.65	110.56	105.27
Chemical products	40.8	41.1	40.6	2.08	2.12	2.04	84.91	87.03	82.92
Medicinal and pharmaceutical preparations	39.9	38.9	39.8	1.62	1.61	1.56	64.62	62.53	62.11
Acids, alkalis and salts	40.6	41.1	40.0	2.40	2.42	2.36	97.39	99.39	94.62
Miscellaneous manufacturing industries	41.4	41.2	41.3	1.54	1.55	1.50	63.58	63.86	61.89
Professional and scientific equipment	40.0	40.2	40.3	1.86	1.86	1.85	74.38	74.86	74.42
Construction	**42.5**	**42.0**	**42.6**	**2.04**	**2.04**	**1.96**	**86.78**	**85.56**	**83.46**
Building and general engineering	41.9	41.2	42.1	2.23	2.23	2.15	93.50	92.00	90.55
Highways, bridges and streets	43.6	43.4	43.4	1.71	1.70	1.64	74.62	73.96	71.20
Electric and motor transportation	44.4	43.4	44.3	1.97	1.97	1.90	87.63	85.32	84.20
Service	**38.5**	**38.6**	**38.9**	**1.08**	**1.08**	**1.04**	**41.77**	**41.69**	**40.67**
Hotels and restaurants	38.3	38.4	39.2	1.04	1.04	1.01	39.81	39.89	39.38
Laundries and dry cleaning plants	40.2	40.2	39.4	1.05	1.04	1.03	42.13	41.90	40.82

* Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings.* (DBS)

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 August	40.9	1.82	74.26	177.9	137.8
September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April	40.6	1.89	76.50	183.3	140.9
May	41.0	1.89	77.51	185.7	142.3
June	41.1	1.88	77.52	185.7	141.8
July*	41.0	1.87	76.72	183.8	139.9
August†	41.0	1.86	76.24	182.7	139.4

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings.*

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089, September issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
October 1957	9,751	11,046	20,797	218,449	86,581	305,030
October 1958	7,319	9,552	16,871	255,451	115,711	371,162
October 1959	11,997	13,013	25,010	195,816	107,407	303,223
October 1960	11,944	10,866	22,810	281,484	124,255	405,739
October 1961	12,936	14,979	27,915	249,228	107,697	356,925
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
September 1962(1)	20,197	20,658	40,855	188,844	97,890	286,734
October 1962(1)	20,139	17,402	37,541	232,316	105,488	337,804

(1) Subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH SEPTEMBER 1961-SEPTEMBER 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958—Year	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—September	234,100	92,605	84,048	46,469	80,430	38,934
October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
1962—Juanary	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	250,908	81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	231,507	100,426	92,346	48,564	86,218	39,253
July	251,079	114,963	97,147	56,863	85,399	49,523
August	236,921	R104,366	102,784	63,558	89,871	50,865
September	220,751(1)	98,366(1)	96,217	50,615	91,653	42,692

(1) Subject to revision.

R Revised.

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING SEPTEMBER 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from September 1961
Agriculture, Fishing, Trapping	**21,907**	**8,199**	**30,106**	**+ 7,377**
Forestry	**4,602**	**26**	**4,628**	**+ 1,081**
Mining, Quarrying and Oil Wells	**991**	**60**	**1,051**	**+ 257**
Metal Mining	583	13	596	+ 194
Fuels	178	15	193	− 34
Non-Metal Mining	98	2	100	+ 36
Quarrying, Clay and Sand Pits	67	3	70	+ 22
Prospecting	65	27	92	+ 39
Manufacturing	**18,832**	**11,258**	**30,090**	**+ 1,671**
Foods and Beverages	3,964	4,451	8,415	− 1,156
Tobacco and Tobacco Products	12	11	23	− 60
Rubber Products	181	86	267	+ 53
Leather Products	300	405	705	+ 99
Textile Products (except clothing)	602	478	1,080	+ 133
Clothing (textile and fur)	599	1,734	2,333	+ 90
Wood Products	2,143	270	2,413	+ 368
Paper Products	1,301	408	1,709	− 77
Printing, Publishing and Allied Industries	986	600	1,586	+ 513
Iron and Steel Products	3,504	451	3,955	+ 795
Transportation Equipment	1,849	300	2,149	+ 553
Non-Ferrous Metal Products	553	222	775	− 304
Electrical Apparatus and Supplies	739	764	1,503	+ 375
Non-Metallic Mineral Products	661	134	795	+ 115
Products of Petroleum and Coal	64	8	72	− 70
Chemical Products	522	338	860	+ 89
Miscellaneous Manufacturing Industries	852	598	1,450	+ 155
Construction	**15,666**	**232**	**15,898**	**+ 1,200**
General Contractors	10,582	161	10,743	+ 825
Special Trade Contractors	5,084	71	5,155	+ 375
Transportation, Storage and Communication	**6,986**	**418**	**7,404**	**+ 819**
Transportation	6,343	201	6,544	+ 589
Storage	539	77	616	+ 221
Communication	104	140	244	+ 9
Public Utility Operation	**363**	**44**	**407**	**− 100**
Trade	**10,262**	**6,879**	**17,141**	**+ 1,236**
Wholesale	4,210	1,474	5,684	+ 176
Retail	6,052	5,405	11,457	+ 1,060
Finance, Insurance and Real Estate	**532**	**972**	**1,504**	**+ 198**
Service	**11,512**	**14,604**	**26,116**	**+ 1,242**
Community or Public Service	1,040	1,590	2,630	+ 57
Government Service	2,027	456	2,483	− 750
Recreation Service	2,094	388	2,482	+ 398
Business Service	1,214	983	2,197	+ 174
Personal Service	5,137	11,187	16,324	+ 1,363
GRAND TOTAL	**91,653**	**42,692**	**134,345**	**+14,981**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT SEPTEMBER 28, 1962[1]

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	7,057	1,878	8,935
Clerical Workers	14,920	42,096	57,016
Sales Workers	6,947	12,026	18,973
Personal and Domestic Service Workers	25,170	17,305	42,475
Seamen	908	18	926
Agriculture, Fishing, Forestry (Ex. log.)	3,887	290	4,177
Skilled and Semi-skilled Workers	72,028	10,504	82,532
Food and kindred products (incl. tobacco)	862	310	1,172
Textiles, clothing, etc.	1,365	5,531	6,896
Lumber and lumber products	5,858	82	5,940
Pulp, paper (incl. printing)	962	387	1,349
Leather and leather products	781	797	1,578
Stone, clay and glass products	237	13	250
Metalworking	8,009	572	8,581
Electrical	1,386	701	2,087
Transportation equipment	783	23	806
Mining	1,086	—	1,086
Construction	14,341	9	14,350
Transportation (except seamen)	14,601	98	14,699
Communications and public utility	432	1	433
Trade and service	3,322	1,151	4,473
Other skilled and semi-skilled	13,414	611	14,025
Foremen	1,478	209	1,687
Apprentices	3,111	9	3,120
Unskilled Workers	57,927	13,773	71,700
Food and tobacco	1,796	2,897	4,693
Lumber and lumber products	5,529	213	5,742
Metalworking	2,941	338	3,279
Construction	26,005	—	26,005
Other unskilled workers	21,656	10,325	31,981
GRAND TOTAL	**188,844**	**97,890**	**286,734**

[1] Subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT SEPTEMBER 28, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) Sept. 28, 1962	Registrations Previous Year Sept. 29, 1961
Newfoundland	**7,633**	**5,872**
Corner Brook	1,612	1,578
Grand Falls	789	507
St. John's	5,232	3,787
Prince Edward Island	**1,144**	**920**
Charlottetown	742	495
Summerside	402	425
Nova Scotia	**12,402**	**13,831**
Amherst	420	414
Bridgewater	634	637
Halifax	3,722	3,881
Inverness	245	245
Kentville	915	765
Liverpool	276	363
New Glasgow	1,216	1,172
Springhill	464	554
Sydney	2,699	3,396
Sydney Mines	704	1,135
Truro	558	712
Yarmouth	549	557
New Brunswick	**10,757**	**9,078**
Bathurst	968	739
Campbellton	947	835
Edmundston	433	390
Fredericton	1,183	990
Minto	383	201
Moncton(2)	2,665	2,089
Newcastle	860	672
Saint John	2,448	2,154
St. Stephen	253	543
Sussex	255	196
Woodstock	326	269
Quebec	**89,984**	**94,755**
Alma	1,499	1,259
Asbestos	266	227
Baie Comeau	385	326
Beauharnois	634	639
Buckingham	513	476
Causapscal	547	488
Chandler	804	692
Chicoutimi	1,997	1,771
Cowansville	193	245
Dolbeau	628	666
Drummondville	1,084	1,116
Farnham	381	292
Forestville	176	280
Gaspé	532	334
Granby	1,362	1,146
Hull	1,673	1,718
Joliette	1,969	2,040
Jonquière	2,263	1,571
Lachute	433	370
La Malbaie	389	664
La Tuque	556	598
Lac Mégantic	408	372
Lévis	1,345	1,363
Louiseville	475	524
Magog	399	312
Maniwaki	208	301
Matane	435	573
Mont-Laurier	363	417
Montmagny	690	772
Montréal	35,380	41,145
New Richmond	519	498
Port Alfred	696	554
Québec	6,725	6,264
Rimouski	1,040	1,352
Rivière du Loup	944	1,059
Roberval	753	896
Rouyn	1,535	1,449
Ste. Agathe des Monts	326	397
Ste. Anne de Bellevue	509	623
Ste Thérèse	1,075	1,116
St. Hyacinthe	745	774
St. Jean	1,384	1,440
St. Jérome	880	1,010
Sept-Iles	807	814
Shawinigan	2,570	2,267
Sherbrooke	2,652	2,959
Quebec—Concluded		
Sorel	883	1,461
Thetford Mines	824	672
Trois-Rivières	2,973	2,334
Val d'Or	996	1,375
Valleyfield	1,193	1,047
Victoriaville	825	896
Ville St. Georges	1,143	821
Ontario	**95,654**	**114,558**
Arnprior	148	192
Barrie	774	832
Belleville	879	1,134
Bracebridge	386	424
Brampton	729	875
Brantford	1,276	2,506
Brockville	304	386
Carleton Place	114	129
Chatham	847	923
Cobourg	447	719
Collingwood	341	381
Cornwall	1,547	1,780
Elliot Lake	340	315
Fort Erie	302	384
Fort Frances	254	257
Fort William	1,285	1,363
Galt	1,315	1,126
Gananoque	134	199
Goderich	231	274
Guelph	881	1,017
Hamilton	7,688	10,220
Hawkesbury	334	250
Kapuskasing	666	607
Kenora	367	365
Kingston	1,452	1,471
Kirkland Lake	474	811
Kitchener	1,374	1,897
Leamington	263	264
Lindsay	477	622
Listowel	124	125
London	2,851	2,830
Long Branch	2,090	2,607
Midland	381	350
Napanee	227	271
New Liskeard(3)	188	—
Newmarket	714	733
Niagara Falls	854	1,156
North Bay	885	913
Oakville	437	651
Orillia	474	477
Oshawa	5,600	8,394
Ottawa	3,797	3,946
Owen Sound	691	641
Parry Sound	252	176
Pembroke	971	1,195
Perth	215	264
Peterborough	1,891	2,395
Picton	73	102
Port Arthur	1,311	1,678
Port Colborne	597	542
Prescott	298	427
Renfrew	229	198
St. Catharines	2,073	3,014
St. Thomas	544	550
Sarnia	1,574	1,504
Sault Ste. Marie	1,292	1,497
Simcoe	692	573
Sioux Lookout	124	102
Smiths Falls	268	337
Stratford	444	522
Sturgeon Falls	418	579
Sudbury	2,140	2,494
Tillsonburg	412	274
Timmins	929	1,431
Toronto	23,898	27,905
Trenton	348	322
Walkerton	271	326
Wallaceburg	162	206
Welland	1,105	1,482
Weston	1,962	2,345
Windsor	5,759	6,657
Woodstock	460	644

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT SEPTEMBER 28, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) Sept. 28, 1962	Previous Year Sept. 29, 1961
Manitoba	**11,068**	**13,018**
Brandon	896	910
Dauphin	356	485
Flin Flon	141	146
Portage la Prairie	349	443
The Pas	172	235
Winnipeg	9,154	10,799
Saskatchewan	**6,465**	**9,553**
Estevan	104	229
Lloydminster	103	174
Moose Jaw	545	727
North Battleford	295	367
Prince Albert	816	891
Regina	1,881	2,495
Saskatoon	1,894	2,772
Swift Current	182	379
Weyburn	92	201
Yorkton	553	1,318
Alberta	15,615	15,460
Blairmore	251	171
Calgary	5,969	5,563
Drumheller	201	220
Edmonton	6,483	6,389
Edson	315	241
Grande Prairie	343	429
Lethbridge	983	1,083
Medicine Hat	542	814
Red Deer	528	550

Office	Registrations	
	(1) Sept. 28, 1962	Previous Year Sept. 29, 1961
British Columbia	**36,012**	**40,573**
Chilliwack	636	1,007
Courtenay	708	582
Cranbrook	408	419
Dawson Creek	655	502
Duncan	432	508
Kamloops	613	809
Kelowna	318	436
Kitimat	75	182
Mission City	568	626
Nanaimo	725	736
Nelson	326	497
New Westminster	5,842	6,444
Penticton	426	488
Port Alberni	532	596
Prince George	1,130	1,144
Prince Rupert	576	701
Princeton	212	240
Quesnel	496	537
Trail	394	517
Vancouver	17,546	19,491
Vernon	532	675
Victoria	2,640	3,142
Whitehorse	222	294
CANADA	**286,734**	**317,618**
Males	188,844	216,358
Females	97,890	101,260

(1) Subject to revision.

(2) Includes 224 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962 figures included with Kirkland Lake local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

End of:	Total	Employed	Claimants
1962—July	3,986,000	3,774,000	212,000
June	3,954,000	3,739,700	214,300
May	3,889,000	3,625,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500
February	4,161,000	3,442,300	718,700
January	4,158,000	3,459,500	698,500
1961—December	4,139,000	3,537,800	601,200
November	4,023,000	3,637,000	386,000
October	3,940,000	3,671,300	268,700
September	3,913,000	3,683,800	229,200
August	3,939,000	3,709,700	229,300
July	3,918,000	3,662,700	255,300

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, AUGUST, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	2,276	1,310	966	2,337	1,551	786	771
Prince Edward Island	276	190	86	292	188	104	73
Nova Scotia	4,520	2,426	2,094	4,565	3,471	1,094	1,091
New Brunswick	4,015	2,413	1,602	4,036	2,898	1,138	1,092
Quebec	27,640	16,640	11,000	29,217	20,408	8,809	8,591
Ontario	37,504	23,289	14,215	42,836	31,844	10,992	11,184
Manitoba	3,032	1,972	1,060	3,381	2,234	1,147	845
Saskatchewan	1,700	1,169	531	1,772	1,161	611	464
Alberta	5,229	3,035	2,194	5,057	3,537	1,520	1,801
British Columbia	12,560	7,165	5,395	12,584	8,796	3,788	3,172
Total, Canada, August 1962	98,752	59,609	39,143	106,077	76,088	29,989	29,084
Total, Canada, July 1962	112,362	69,450	42,912	103,169	74,578	28,591	36,409
Total, Canada, August 1961	121,174	67,959	53,215	125,729	94,538	31,191	30,169

*In addition, revised claims received numbered 41,901.

†In addition, 39,959 revised claims were disposed of. Of these, 3,607 were special requests not granted and 2,030 were appeals by claimants. There were 11,842 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, AUGUST 31, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province and Sex	Total Claimants	Number of weeks on claim							Percentage Postal	August 31, 1961 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada	198,694	61,722	21,413	34,317	21,377	15,406	10,933	33,526	30.1	229,318
Male	128,234	43,792	14,385	22,398	12,326	8,932	6,522	19,879	31.7	151,855
Female	70,460	17,930	7,028	11,919	9,051	6,474	4,411	13,647	27.3	77,463
Newfoundland	5,824	1,387	606	909	594	542	312	1,474	66.1	5,277
Male	4,693	1,228	491	766	447	415	254	1,092	68.4	4,105
Female	1,131	159	115	143	147	127	58	382	56.1	1,172
Prince Edward Island	744	149	79	187	83	54	49	143	57.9	716
Male	455	88	53	126	52	32	29	75	62.0	434
Female	289	61	26	61	31	22	20	68	51.6	282
Nova Scotia	10,633	2,975	1,017	1,616	1,127	786	821	2,291	37.8	11,934
Male	8,058	2,363	787	1,224	797	560	632	1,695	38.2	9,361
Female	2,575	612	230	392	330	226	189	596	36.7	2,573
New Brunswick	8,709	2,561	1,018	1,473	903	692	673	1,389	49.9	7,482
Male	6,572	2,137	829	1,080	598	491	531	906	52.4	5,230
Female	2,137	424	189	393	305	201	142	483	42.0	2,252
Quebec	57,618	18,644	6,062	9,077	6,905	4,934	3,143	8,853	27.4	68,250
Male	37,797	13,392	4,179	5,808	4,190	2,999	1,916	5,313	28.2	44,911
Female	19,821	5,252	1,883	3,269	2,715	1,935	1,227	3,540	26.0	23,339
Ontario	71,631	21,912	7,933	14,573	7,220	4,982	3,384	11,627	22.6	81,486
Male	44,188	14,905	5,067	9,816	3,726	2,512	1,671	6,491	22.4	52,263
Female	27,443	7,007	2,866	4,757	3,494	2,470	1,713	5,136	23.0	29,223
Manitoba	7,693	2,214	837	1,391	805	587	410	1,449	21.0	8,471
Male	4,398	1,326	487	712	448	331	209	885	23.1	5,220
Female	3,295	888	350	679	357	256	201	564	18.1	3,251
Saskatchewan	4,164	1,022	408	677	445	375	277	960	40.9	5,395
Male	2,063	582	195	291	205	168	135	487	46.3	3,106
Female	2,101	440	213	386	240	207	142	473	35.6	2,289
Alberta	10,131	3,242	1,201	1,524	1,119	813	674	1,558	62.5	10,072
Male	6,278	2,272	794	860	580	476	420	876	67.5	5,775
Female	3,853	970	407	664	539	337	254	682	54.5	4,297
British Columbia	21,547	7,616	2,252	2,890	2,176	1,641	1,190	3,782	26.1	30,235
Male	13,732	5,499	1,503	1,715	1,283	948	725	2,059	28.2	21,450
Female	7,815	2,117	749	1,175	893	693	465	1,723	22.3	8,785

TABLE E-4—BENEFIT PAYMENTS BY PROVINCE, AUGUST, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid
Newfoundland	20,817	494,454
Prince Edward Island	3,060	61,673
Nova Scotia	36,447	799,405
New Brunswick	31,305	677,508
Quebec	200,050	4,593,067
Ontario	249,810	5,735,821
Manitoba	29,544	670,663
Saskatchewan	16,157	355,913
Alberta	32,455	778,984
British Columbia	71,701	1,710,559
Total, Canada, August 1962	691,346	15,878,047
Total, Canada, July 1962	631,485	14,511,553
Total, Canada, August 1961	820,925	18,865,698

*"Weeks paid" represent the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949–100)

Calculated by the Dominion Bureau of Statistics

——	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—October	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT BEGINNING OF SEPTEMBER 1962

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health Personal and care	Recreation and reading	Tobacco and Alcohol
	Sept. 1961	Aug. 1962	Sept. 1962							
(a) St. John's, Nfld.	116.7	118.7	118.5	113.1	114.3	112.5	124.4	155.3	153.1	101.1
Halifax	128.8	131.3	130.9	124.4	134.2	123.4	138.9	163.2	163.9	124.5
Saint John	130.8	132.7	132.2	128.3	131.1	121.1	143.2	184.0	150.7	124.5
Montreal	129.5	131.6	130.7	131.0	134.4	106.6	159.8	163.5	142.0	118.7
Ottawa	131.2	132.4	131.5	126.1	137.1	117.2	151.0	162.9	142.8	123.9
Toronto	132.3	133.1	132.8	125.8	139.5	118.2	134.8	155.6	184.2	122.5
Winnipeg	127.9	129.4	129.3	128.5	129.1	117.7	132.9	172.0	140.6	120.6
Saskatoon-Regina	126.4	128.3	128.1	126.6	127.4	126.9	135.0	144.6	147.8	119.5
Edmonton-Calgary	125.5	126.5	126.6	123.5	127.5	120.7	129.1	162.4	141.9	119.6
Vancouver	129.0	129.7	130.2	128.5	134.4	116.6	136.7	149.8	145.8	121.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(a) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957–1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: September	32	53	10,647	105,080	0.10
October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23
July	24	47	16,775	133,650	0.11
August	35	54	11,531	74,540	0.07
September	23	48	10,482	116,350	0.10

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, SEPTEMBER 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	38	910
Mines	...	...	...
Manufacturing	20	6,202	102,460
Construction	19	4,029	9,960
Transpn. & utilities	2	56	630
Trade	4	123	1,970
Finance	...	...	...
Service	1	12	310
Public administration	1	22	110
All industries	48	10,482	116,350

TABLE G-3—STRIKES AND LOCKOUTS, SEPTEMBER 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	...	...	...
New Brunswick	2	63	630
Quebec	8	4,230	71,120
Ontario	23	5,151	39,300
Manitoba	1	50	670
Saskatchewan	1	22	30
Alberta	1	55	1,050
British Columbia	12	911	3,550
Federal	...	...	...
All jurisdictions	48	10,482	116,350

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			September	Accumulated		
MANUFACTURING						
Leather						
A. R. Clarke Co., Toronto, Ont.	Butcher Workmen Loc. 125L (AFL-CIO/CLC)	200	3,800	13,400	June 25	Signing a first agreement~
Midland Footwear and Fern Shoe, Midland and Penetang, Ont.	United Textile Workers Locs. 1535 & 1534 (AFL-CIO/CLC)	256	2,820	3,900	Aug. 27 Sep. 19	Wages, closed shop~$2. weekly as attendance & quality bonuses, other fringe benefits.
Paper						
Appleford Paper Products, Hamilton, Ont.	Printing Pressmen Loc. 540 (AFL-CIO/CLC)	222	220	220	Sep. 10 Sep. 11	Wages, fringe benefits~Return of workers.
Primary Metals						
Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	1,050	18,050	21,730	Aug. 28	New agreement~
Metal Fabricating						
American Standard Products, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	138	2,070	2,070	Sep. 10	Seniority clause, wages~
Trane Company, Toronto, Ont.	I.U.E. Loc. 512 (AFL-CIO/CLC)	329	970	970	Sep. 26 Oct. 1	Suspension of one employee~ Return of workers.
Non-Metallic Mineral Products						
Dominion Glass, Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	1,100	22,000	33,550	Aug. 18	Wages, fringe benefits~
Dominion Glass, Montreal, Que.	Glass and Ceramic Workers Loc. 206 (AFL-CIO/CLC)	1,200	22,800	30,000	Aug. 23	Wages~
Chemical Products						
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local	1,389 (40)	27,360	43,740	Aug. 17	Management rights, job evaluation, seniority rights~
CONSTRUCTION						
Five electrical contractors, Sarnia, Ont.	I.B.E.W. Loc. 530 (AFL-CIO/CLC)	100	1,440	2,380	Aug. 8	Vacation pay to compensate for unpaid statutory holidays, other benefits~
Foundation Co. of Canada, Sudbury, Ont.	Structural Iron Workers Loc. 786 (AFL-CIO/CLC)	839	840	1,680	Aug. 31 Sep. 5	Pay period~Return of workers pending further negotiations.
A. R. Grimwood, Vancouver, B.C.	Unknown	100	500	500	Sep. 4 Sep. 11	Alleged hiring of non-union help~Return of workers.
Shawinigan Engineering, Tracy, Que.	Building Trades Federation (CNTU)	450 (50)	1,130	1,130	Sep. 7 Sep. 11	Union recognition~Union recognized.
Vancouver Builders' Exchange, Vancouver, B.C.	Carpenters Loc. 1928 (AFL-CIO/CLC)	155	310	310	Sep. 10 Sep. 12	Wages, classifications, term of new agreement~Wage increase 12¢ an hr. Aug. 1, 1962, 7¢ Apr. 1, 1963; two year agreement.
Western Reinforcing Steel, Various locations, B.C.	Canadian Iron Workers Union Loc. 1 (Ind.)	442	1,060	1,060	Sep. 21	Wages~
Greenspoon Bros., Windsor, Ont.	Building trades unions (Windsor Council AFL-CIO)	1,500	750	750	Sep. 27 Sep. 27	Out-of-town labourers~Return of workers when labourers withdrawn.

Figures in parentheses indicate the number of workers indirectly affected.

Collective Bargaining Scene

(*Continued from page 1278*)

DOMINION GLASS, MONTREAL, QUE.—GLASS & CERAMIC WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 950 empl.—wage increases of 9¢ an hr. eff. June 12, 1962, 5¢ an hr. eff. Sept. 1, 1963 and 5¢ an hr. eff. Sept. 1, 1964; evening and night shift premiums to be increased to 7¢ and 9¢ (formerly 6¢ and 8¢) respectively in second yr. of agreement; 3 wks. vacation after 12 yrs. of service (previously after 15 yrs.) in second yr. of agreement; for sickness and accident insurance, company to contribute $3.91 a mo. for single empl. and $8.33 a mo. for married empl. in first yr. of agreement and $4.30 a mo. for single empl. and $9.90 a mo. for married empl. in second yr. of agreement.

DOMINION RUBBER (TIRE DIVISION), KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,000 empl.—no wage changes; 4 wks. vacation after 22 yrs. of service (formerly after 25 yrs.); 3-yr. supplemental agreement expiring Sept. 30, 1965—qualification for pension reduced to 10 yrs. of service (formerly 15 yrs.); basic pension increased to $2.80 a mo. per yr. of credited service (formerly $2.16); supplementary pension of $1.96 a mo. per yr. of service for empl. with less than 26 yrs. of service and of $1.80 a mo. per yr. of service for empl. with 26 or more yrs. of service, payable between ages 65 and 70; group life insurance increased to $5,000 (formerly $4,500) for male empl. and to $3,500 (formerly $3,000) for female empl.; group life insurance increased to $2,500 and $1,750 for retired male and female empl. respectively (previously $2,250 and $1,500); S.U.B. increased to provide a maximum total benefit of $62 for empl. with no dependents and $79 for empl. with dependents; S.U.B. entitlement increased to 52 wks. (formerly 39 wks.); separation pay plan established for empl. with 5 or more yrs. of service who are laid off for 2 consecutive yrs.—2% of earnings for empl. with 5 to 10 yrs. of service, 2½% of earnings for empl. with 10 to 15 yrs. of service and 3% of earnings for empl. with 15 or more yrs. of service.

DUPONT OF CANADA, KINGSTON, ONT.—MINE WKRS. (IND.): 2-yr. agreement covering 1,100 empl.—settlement pay of 5¢ an hr. retroactive to April 22, 1962; wage increases of 5¢ an hr. eff. Oct. 21, 1962 and of 4¢, 5¢ and 6¢ an hr., depending on classification, eff. Oct. 21, 1963; craft wage rates adjusted by 3¢ an hr. additional; Sunday premium for continuous process empl. increased to 20¢ an hr. (formerly 17¢) in first yr. of agreement and to 25¢ an hr. in second yr. of agreement; labourer's rate after Oct. 21, 1963 will be $1.94 an hr.

HOTEL CHATEAU FRONTENAC, (C.P.R.), QUEBEC, QUE.—RAILWAY, TRANSPORT & GENERAL WKRS. (CLC): 3-yr. agreement covering 600 empl.—wage adjustments for certain classifications; wage increase of 2¢ an hr. eff. June 1, 1962 for empl. not receiving wage adjustments.

INTERNATIONAL HARVESTER, CHATHAM, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 6¢ an hr. eff. June 3, 1962, June 3, 1963 and June 3, 1964; emergency pay of $1 for empl. required to work during lunch hours; 4 hrs. reporting pay (formerly 3 hrs.); qualifying period for annual vacations reduced to 130 days (formerly 150 days); 2 days bereavement leave with pay introduced.

MOTOR TRANS. IND. RELATIONS BUREAU (NORTH. GENERAL FREIGHT), ONT.—TEAMSTERS (IND.): 3-yr. agreement covering 500 empl.—wage increases of 5¢ an hr. eff. July 7, 1962, 5¢ an hr. eff. March 1, 1963, 5¢ an hr. eff. Dec. 1, 1963, 6¢ an hr. eff. Sept. 1, 1964 and 2¢ an hr. eff. June 1, 1965 for truck drivers; additional wage increases of 2¢ an hr. eff. Jan. 1, 1965 and 4¢ an hr. eff. Oct. 1, 1965 for drivers in zone "C" (south of North Bay); time and one half for hrs. worked in excess of 10 hrs. per day or 48 hrs. per wk. (no overtime provision previously); employer contribution to health and welfare insurance increased to $12 a mo. per empl. (formerly $8); employer contributions toward a pension fund of $3 a mo. eff. Nov. 4, 1962, $4 a mo. eff. Nov. 4, 1963 and of $5 a mo. eff. Nov. 4, 1964.

JOHN MURDOCK, ST. RAYMOND, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 2-yr. agreement covering 500 empl.—wage increases of 3% to 6%, depending on classification, eff. July 1, 1962; Dominion Day to be a paid holiday (previously no provision for paid holidays).

NEW BRUNSWICK TELEPHONE—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC EMPL.): 2-yr. agreement covering 550 empl.—salary increases of 4.6% eff. Aug. 1, 1962 and 3.2% eff. Aug. 1, 1963; evening differentials increased by 5¢ per shift; supervisors, observers and clerks differentials to be increased by 50¢ a wk. eff. Aug. 1, 1963; 4 wks. vacation after 31 yrs. of service (formerly after 35 yrs.); 1% charge for the collection of union dues discontinued; operator's salary in Fredericton, Moncton and Saint John after Aug. 31, 1963 will be $33.25 a wk.

NORMETAL MINING, NORMETAL, QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 2½% eff. April 1963 and April 1964; prior to settlement, company increased wages by 5¢ an hr.; St. Jean Baptiste Day to be a paid holiday making a total of 7 paid holidays; labourer's rate after April 1964 will be $1.74 an hr.

POWER SUPER MARKETS, HAMILTON, OSHAWA & TORONTO, ONT.—BUTCHER WORKMEN (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—salary increases of $2 a wk. eff. May 1, 1962 and $3 a wk. eff. May 1, 1963; weekly sickness and accident indemnity increased to $45 (formerly $30); male clerk's rate after May 1, 1963 will be $77.50 a wk.

PRICE BROS. DOLBEAU, KENOGAMI & SHIPSHAW, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 3-yr. agreement covering 3,000 empl.—piece rate increases of 25¢ a cord eff. April 16, 1962, 10¢ a cord eff. Oct. 19, 1962, 5¢ a cord in 1963 and 25¢ a cord in 1964; wage increases of 4% eff. April 16, 1962, 4% in 1963 and 4% in 1964; wage increase of 4% eff. April 16, 1962 for empl. in mechanized operations with a wage re-opener in second and third years of agreement; in second and third yrs. of agreement vacation pay for empl. with less than 50 days of service will be 2% of earnings; vacation pay for empl. with more than 50 days of service will be 2½% of earnings (formerly 2% after 75 days) in second yr. of agreement and 3% of earnings in third yr.; union shop provision introduced.

UNIVERSITY OF SASKATCHEWAN, SASKATOON, SASK.—CLC—CHARTERED LOCAL: 1-yr. agreement covering 550 empl.—wage increase of 3% eff. July 1, 1962; additional classification adjustments; Remembrance Day to be observed on Monday or Friday if it falls on a week-end (previously applied to 8 other holidays only); labourer's rate $241 to $281 a mo.